1981 Bank Officer Cash Compensation Survey

Volume 3

A report prepared for
Bank Administration Institute's
Human Resources Commission

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Bank Administration Institute

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Introductory Note

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Conducting the Survey

This is the ninth national bank officer salary survey conducted by the Human Resources Commission of Bank Administration Institute. Survey forms were mailed to BAI members in February, 1981. A total of 3,421 banks provided usable returns. These banks ranged in asset size from under $10 million to over $1 billion.

The format of this year's survey is consistent with the expanded detail and scope of the 1979 survey. In addition to reporting current salary data, banks were asked to provide information on annual bonuses to ensure that officers' total direct compensation is fully summarized.

This year's survey includes:

- The list of survey positions, as follows:
  Eighteen positions were surveyed for banks under $50 million in assets.
  Thirty-five positions were surveyed for banks $50 million and over in assets.

- The compilation of the survey results by:
  25th quartile—the point on a scale below which 25 percent of the cases fall.
  Mean—approximates what is commonly meant by average. It is the sum of the values divided by the sample size.
  Median—the middle value when the data are arranged in order of magnitude. It is the point on a scale below which 50 percent of the cases fall.
  75th quartile—the point on a scale below which 75 percent of the cases fall.

- Data on the following pay-related information:
  Age
  Years with present bank
  Years in position
  Number of employees supervised

Geographic Region and Asset Size

The data were gathered and sorted by geographic region and asset size. States that comprise the nine geographic regions are listed below. Also listed are the number of participating banks and the number of officers surveyed in each region. The following section of this report includes a comparison between the 1979 and 1981 national base salary medians. The last section is the survey results for your region. Reports for banks in other geographic regions are available on request from BAI (see enclosed order form).

Participating Banks	Number of Officers Surveyed	Regions	States	
125	1,515	I. New England	Connecticut Maine Massachusetts	New Hampshire Rhode Island Vermont
215	2,994	II. Mid-Atlantic	New Jersey New York	Pennsylvania
451	5,035	III. South-Atlantic	Delaware Florida Georgia Maryland North Carolina	South Carolina Virginia Washington, D.C. West Virginia
856	8,374	IV. East-North Central	Illinois Indiana Michigan	Ohio Wisconsin
225	2,251	V. East-South Central	Alabama Kentucky	Mississippi Tennessee
629	4,729	VI. West-North Central	Iowa Kansas Minnesota Missouri	Nebraska North Dakota South Dakota
502	4,792	VII. West-South Central	Arkansas Louisiana	Oklahoma Texas
251	2,340	VIII. Mountain	Arizona Colorado Idaho Montana	New Mexico Nevada Utah Wyoming
167	1,933	IX. Pacific	Alaska California Hawaii	Oregon Washington
3,421	33,963			

Banks in each geographic region were divided into 10 asset size categories. The 10 categories and the number of banks in each category are listed below by geographic region. No tables are presented when less than five banks participated in any resource category.

	Total Assets	Total	I	II	III	IV	V	VI	VII	VIII	IX
					Geographic Region						
1.	Less than $10 million	266	2	2	26	47	10	86	35	33	25
2.	$10 to $19 million	592	15	8	59	143	43	159	77	57	31
3.	$20 to $29 million	477	17	18	53	130	46	95	66	35	17
4.	$30 to $39 million	385	14	16	59	99	28	70	67	26	6
5.	$40 to $49 million	386	14	22	60	93	20	63	68	25	21
6.	$50 to $99 million	540	22	42	73	157	33	82	76	35	20
7.	$100 to $249 million	483	23	50	75	129	29	50	76	25	26
8.	$250 to $499 million	145	11	27	15	38	5	11	21	6	11
9.	$500 to $999 million	71	2	16	13	11	5	5	10	3	6
10.	$1 billion and over	76	5	14	18	9	6	8	6	6	4

Officer Positions Surveyed

The 18 positions surveyed in banks under $50 million in asset size and the 35 positions surveyed in banks $50 million and over in asset size are listed below. Positions new to this year's survey are indicated by an asterisk (*).

Banks Under $50 Million in Asset Size

Chief Executive Officer
Second Ranking Officer
*Agricultural Loan Officer
*Branch Manager
Business Development Officer
Commercial Loan Officer—Sr.
Commercial Loan Officer—Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer—Sr.
Instalment Loan Officer—Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer—Sr.
*Operations Officer—Jr.
Personnel Officer

Banks $50 Million and Over in Asset Size

Chief Executive Officer
Advertising Officer
Bank Investment Officer—Sr.
Branch Administration Officer—Sr.
Branch Manager—Large (31+)
Branch Manager—Medium (10-30)
Branch Manager—Small (-10)
Business Development Officer—Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Department Manager
Instalment Loan Department Manager
Instalment Loan Officer
Internal Auditing Officer—Sr.
International Banking Officer—Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer—Jr.
New Accounts Officer
Officer Trainee—Master's Degree
Officer Trainee—Bachelor's Degree

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*New position.

Commercial Loan Officer
Commercial Loan Officer—Jr.
Correspondent Bank Officer—Sr.
EDP Officer—Sr.
Financial Officer—Sr.
Instalment Loan Collection Manager
Operations Officer—Sr.
Personnel Officer—Sr.
Security Officer—Sr.
Training Director
Trust Department Officer—Sr.
Trust Operations Manager

Survey Analysis

The following sections of this report contain tables, like the one shown below, which summarize the survey data. There is one table for each position in each bank asset size category in your geographic region.

The top portion of each table shows 25th quartile, mean, median, and 75th quartile base salary, bonus, and total compensation information.

Commercial Loan Officer
Hypothetical Survey Results

	Cases	25th	Mean	Median	75th
Base Salary[1]	34	$13,200	$18,390	$18,761	$25,683
Bonus[2]	13	790	921	972	1,000
Total Compensation[3]	34	13,500	18,949	19,500	26,000
Age	34	25	34	31	59
Years with Present Bank	34	2	9	6	33
Years in Position	34	1	6	4	28
No. of Employees Supervised	34	0	1	0	3
Asset Size (Millions)	34	$43.7	$45.8	$46.2	$48.5

[1] *Base Salary* information summarizes the range of base salaries reported by bonus-paying and nonbonus-paying banks combined.

[2] *Bonus* information summarizes the range of bonus awards in bonus-paying banks only.

[3] *Total compensation* information combines base salaries in nonbonus-paying banks with total compensation levels (i.e., base salaries plus bonus awards) in bonus-paying banks.

Because some banks did not report paying bonuses, the reported base salary information plus the reported bonus information may not equal the reported total compensation information.

The bottom portion of each table summarizes pay-related information (i.e., age, years with present bank, and so on) collected in the survey. This information is provided to assist you in evaluating your bank's actual pay levels. For example, actual pay levels for one of your bank's officers may be above the survey median compensation levels *because* your officer is older, has more years of service and time in position, and supervises more employees than the median of officers surveyed in his or her position

The remainder of this section discusses two hypothetical examples, which more fully illustrate the use of this year's survey data.

Hypothetical Example

Compare the following data for a *hypothetical* commercial loan officer in your bank with the *hypothetical* survey results for commercial loan officers shown in the sample table on page 5.

Position:	Commercial Loan Officer
Base Salary	$24,500
Bonus	—
Total Compensation	$24,500
Age	45
Years with Present Bank	12
Years in Position	10
No. of Employees Supervised	5
Asset Size (Millions)	$47.0

Since your bank's hypothetical commercial loan officer did not receive a bonus, you should compare his or her total compensation of $24,500 with the range of total compensation shown in the sample table. Your bank's commercial loan officer appears to be paid well above the survey median of $19,500, and below the survey 75th quartile of $26,000. However, before concluding that your bank's commercial loan officer is overpaid, consider the following pay-related information:

1. *Age*. At 45 years, your officer is midway between the survey median of 31 and the survey 75th quartile of 59.
2. *Years with present bank*. At 12 years, your officer is above the survey median of 6, but well below the survey 75th quartile of 33.
3. *Years in position*. At 10 years, your officer is above the survey median of 4 years, but well below the survey 75th quartile of 28.
4. *Number of employees supervised*. At 5, your officer is above the survey 75th quartile of 3.
5. *Asset size (millions)*. At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably not overpaid. This officer is (1) above the survey 75th quartile in total number of employees supervised, and (2) between the survey median and survey 75th quartile in age, years with the bank, years in position, and bank asset size. Thus, this officer's total compensation of $24,500 appears to be justified.

Hypothetical Example 2

Let's consider a second *hypothetical* example. Suppose your bank's commercial loan officer has the following characteristics:

Position:	Commercial Loan Officer
Base Salary	$16,000
Bonus	1,600
Total Compensation	$17,600

Age	31
Years with Present Bank	4
Years in Position	4
No. of Employees Supervised	3
Asset Size (Millions)	$47.0

This commercial loan officer's base salary of $16,000 falls between the survey 25th quartile of $13,200 and the survey mean of $18,390. His or her total compensation of $17,600 falls between the survey 25th quartile base salary plus survey 25th quartile bonus of $13,990 and the survey mean base salary plus mean bonus of $19,311. Thus, this officer appears to be underpaid in both base salary and total compensation. This conclusion is reinforced by the following pay-related information:

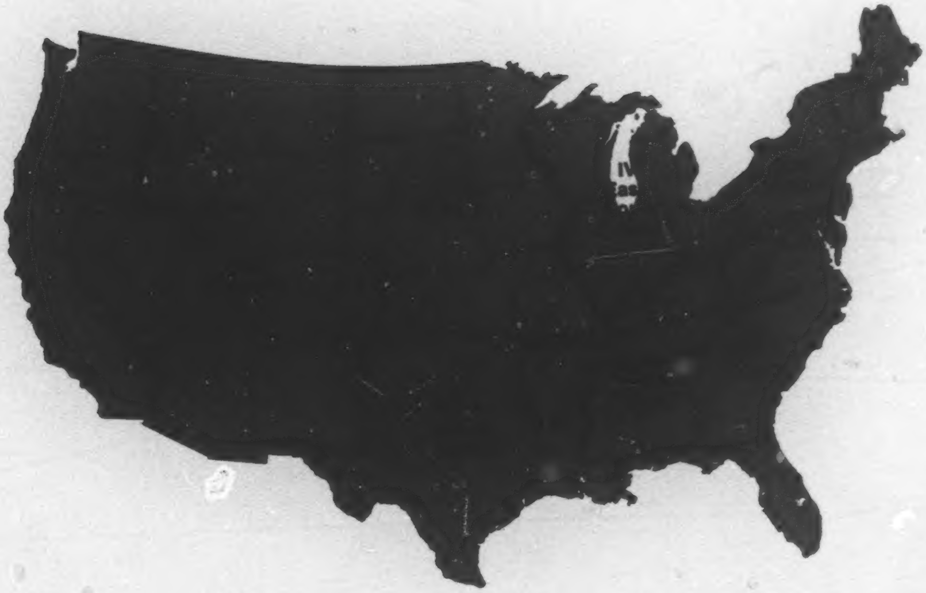
1. *Age.* At 31 years, your officer is at the survey median of 31.
2. *Years with present bank.* At 4 years, your officer is between the survey 25th quartile of 2 and the survey median of 6.
3. *Years in position.* At 4 years, your officer is at the survey median of 4.
4. *Number of employees supervised.* At 3, your officer is at the survey 75th quartile of 3.
5. *Asset size (millions).* At $47.0 million, your bank is between the survey median of $46.2 million and the survey 75th quartile of $48.5 million.

Based on these comparisons, the appropriate conclusion is that your bank's commercial loan officer is probably underpaid. This officer is (1) at the survey 75th quartile in total employees supervised, (2) between the survey median and survey 75th quartile in bank asset size, (3) at the survey median in years in position and age, and (4) between the survey 25th quartile and survey median only in years with the bank. Thus, it would be justifiable to pay this officer at the survey median total compensation level of $19,500. In fact, you might decide that he or she is better qualified and has more responsibility than the median survey commercial loan officer, and should be paid above the survey median total compensation level.

Cash Compensation Data

Comparison Between 1979 and 1981 National Base Salary Medians

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size



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National Base Salary Medians
Less Than $10 Million

	1979	1981	Percent
1. Chief Executive Officer	$25,000	$29,700	+18.8
2. Second Ranking Officer	17,500	21,500	+22.9
3. Agricultural Loan Officer	*	14,400	—
4. Branch Manager	*	29,000	—
5. Business Development Officer	11,760	†	—
6. Commercial Loan Officer—Sr.	22,800	30,500	+33.8
7. Commercial Loan Officer—Jr.	11,000	†	—
8. Controller	12,000	19,850	+65.4
9. General Loan Officer	14,100	16,800	+19.1
10. Instalment Loan Collector	9,564	†	—
11. Instalment Loan Officer—Sr.	15,000	20,000	+33.3
12. Instalment Loan Officer—Jr.	11,850	†	—
13. Internal Auditing Officer	10,000	†	—
14. Mortgage Loan Officer	†	†	—
15. Officer Trainee	10,200	11,250	+10.3
16. Operations Officer—Sr.	12,600	15,000	+19.0
17. Operations Officer—Jr.	*	12,000	—
18. Personnel Officer	9,600	†	—

National Base Salary Medians
$10 to $19 Million

	1979	1981	Percent
1. Chief Executive Officer	$30,000	$36,000	+20.0
2. Second Ranking Officer	21,000	25,000	+19.0
3. Agricultural Loan Officer	*	19,000	—
4. Branch Manager	*	17,590	—
5. Business Development Officer	15,400	18,196	+18.2
6. Commercial Loan Officer—Sr.	20,750	24,000	+15.7
7. Commercial Loan Officer—Jr.	12,000	18,600	+55.0
8. Controller	13,500	18,963	+40.5
9. General Loan Officer	15,980	18,000	+12.6
10. Instalment Loan Collector	10,350	12,280	+18.6
11. Instalment Loan Officer—Sr.	15,500	17,718	+14.3
12. Instalment Loan Officer—Jr.	11,962	14,400	+20.4
13. Internal Auditing Officer	12,000	13,000	+ 8.3
14. Mortgage Loan Officer	15,000	16,400	+ 9.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	15,500	17,000	+ 9.7
17. Operations Officer—Jr.	*	13,000	—
18. Personnel Officer	12,100	13,000	+ 7.4

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*New position in 1981.

†Less than five banks submitted data for this position.

National Base Salary Medians
$20 to $29 Million

	1979	1981	Percent
1. Chief Executive Officer	$35,000	$40,000	+14.3
2. Second Ranking Officer	25,000	27,600	+10.4
3. Agricultural Loan Officer	*	22,000	—
4. Branch Manager	*	16,950	—
5. Business Development Officer	16,700	18,788	+12.5
6. Commercial Loan Officer—Sr.	21,550	25,000	+16.0
7. Commercial Loan Officer—Jr.	13,840	19,650	+42.0
8. Controller	15,000	19,800	+32.0
9. General Loan Officer	18,000	19,300	+ 7.2
10. Instalment Loan Collector	11,075	12,300	+11.1
11. Instalment Loan Officer—Sr.	16,500	19,000	+15.2
12. Instalment Loan Officer—Jr.	12,250	15,000	+22.4
13. Internal Auditing Officer	12,550	13,999	+11.5
14. Mortgage Loan Officer	18,000	17,850	− 0.8
15. Officer Trainee	10,350	12,000	+15.9
16. Operations Officer—Sr.	18,000	19,412	+ 7.8
17. Operations Officer—Jr.	*	13,500	—
18. Personnel Officer	13,900	15,210	+ 9.4

National Base Salary Medians
$30 to $39 Million

	1979	1981	Percent
1. Chief Executive Officer	$38,000	$43,680	+14.9
2. Second Ranking Officer	27,500	30,600	+11.3
3. Agricultural Loan Officer	*	23,000	—
4. Branch Manager	*	17,000	—
5. Business Development Officer	17,175	19,691	+14.6
6. Commercial Loan Officer—Sr.	23,500	26,000	+10.6
7. Commercial Loan Officer—Jr.	14,835	19,000	+28.1
8. Controller	16,000	21,400	+33.8
9. General Loan Officer	19,200	20,338	+ 5.9
10. Instalment Loan Collector	11,340	13,350	+17.7
11. Instalment Loan Officer—Sr.	18,000	21,000	+16.7
12. Instalment Loan Officer—Jr.	12,600	15,000	+19.0
13. Internal Auditing Officer	14,000	15,200	+ 8.6
14. Mortgage Loan Officer	17,160	19,100	+11.3
15. Officer Trainee	10,800	12,000	+11.1
16. Operations Officer—Sr.	20,100	21,550	+ 7.2
17. Operations Officer—Jr.	*	14,500	—
18. Personnel Officer	15,100	16,550	+ 9.6

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*New position in 1981.

National Base Salary Medians
$40 to $49 Million

	1979	1981	Percent
1. Chief Executive Officer	$42,600	$48,550	+14.0
2. Second Ranking Officer	30,000	34,800	+16.0
3. Agricultural Loan Officer	*	24,550	—
4. Branch Manager	*	18,110	—
5. Business Development Officer	18,000	21,670	+20.4
6. Commercial Loan Officer—Sr.	24,000	28,100	+17.1
7. Commercial Loan Officer—Jr.	15,500	20,000	+29.0
8. Controller	18,900	22,500	+19.0
9. General Loan Officer	18,650	21,000	+12.6
10. Instalment Loan Collector	11,470	12,950	+12.9
11. Instalment Loan Officer—Sr.	18,700	20,964	+12.1
12. Instalment Loan Officer—Jr.	13,680	15,750	+15.1
13. Internal Auditing Officer	14,400	16,000	+11.1
14. Mortgage Loan Officer	19,260	21,488	+11.6
15. Officer Trainee	10,800	12,500	+15.7
16. Operations Officer—Sr.	21,120	23,000	+ 8.9
17. Operations Officer—Jr.	*	15,600	—
18. Personnel Officer	15,125	17,250	+14.0

National Base Salary Medians
$50 to $99 Million

	1979	1981	Percent
1. Chief Executive Officer	$49,000	$56,500	+15.3
2. Advertising Officer	17,850	20,800	+16.5
3. Bank Investment Officer—Sr.	24,720	34,600	+40.0
4. Branch Administration Officer—Sr.	21,000	31,000	+47.6
5. Branch Manager—Large (31+)	21,373	25,250	+18.1
6. Branch Manager—Medium (10-30)	17,520	22,230	+26.9
7. Branch Manager—Small (-10)	14,560	17,630	+21.1
8. Business Development Officer—Sr.	23,500	28,000	+19.1
9. Business Development Officer	16,022	20,450	+27.6
10. Commercial Credit Department Manager	14,280	19,750	+38.3
11. Commercial Loan Department Manager	26,415	33,000	+24.9
12. Commercial Loan Officer	21,450	26,300	+22.6
13. Commercial Loan Officer—Jr.	15,900	19,000	+19.5
14. Correspondent Bank Officer—Sr.	†	26,750	—
15. EDP Officer—Sr.	19,900	24,000	+20.6
16. Financial Officer—Sr.	26,000	27,750	+ 6.7
17. Instalment Loan Collection Manager	12,385	15,500	+25.2
18. Instalment Loan Department Manager	20,400	24,000	+17.6
19. Instalment Loan Officer	15,500	18,000	+16.1

*New position in 1981
†Less than five banks submitted data for this position.

$50 to $99 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$16,100	$18,225	+13.2
21. International Banking Officer—Sr.	†	22,650	—
22. Loan Review Officer	21,115	21,857	+ 3.5
23. Marketing Director	18,280	20,654	+13.0
24. Mortgage Loan Department Manager	21,600	26,000	+20.4
25. Mortgage Loan Officer	19,000	21,000	+10.5
26. Mortgage Loan Officer—Jr.	14,980	15,550	+ 3.8
27. New Accounts Officer	12,000	14,675	+22.3
28. Officer Trainee—Master's Degree	11,500	13,000	+13.0
29. Officer Trainee—Bachelor's Degree	10,710	12,500	+16.7
30. Operations Officer—Sr.	22,000	26,650	+21.1
31. Personnel Officer—Sr.	16,200	18,700	+15.4
32. Security Officer—Sr.	16,500	18,500	+12.1
33. Training Director	13,912	15,000	+ 7.8
34. Trust Department Officer—Sr.	25,850	30,000	+16.1
35. Trust Operations Manager	14,750	16,250	+10.2

National Base Salary Medians
$100 to $249 Million

	1979	1981	Percent
1. Chief Executive Officer	$62,750	$72,765	+16.0
2. Advertising Officer	17,700	21,632	+22.2
3. Bank Investment Officer—Sr.	27,792	35,473	+27.6
4. Branch Administration Officer—Sr.	25,000	36,000	+44.0
5. Branch Manager—Large (31+)	23,000	31,350	+36.3
6. Branch Manager—Medium (10-30)	19,500	22,609	+15.9
7. Branch Manager—Small (-10)	16,000	18,650	+16.6
8. Business Development Officer—Sr.	24,000	30,750	+28.1
9. Business Development Officer	18,600	21,263	+14.3
10. Commercial Credit Department Manager	16,125	20,175	+25.1
11. Commercial Loan Department Manager	30,000	36,980	+23.3
12. Commercial Loan Officer	23,200	28,000	+20.7
13. Commercial Loan Officer—Jr.	16,400	20,000	+22.0
14. Correspondent Bank Officer—Sr.	25,700	28,500	+10.9
15. EDP Officer—Sr.	24,000	29,000	+20.8
16. Financial Officer—Sr.	30,000	30,478	+ 1.6
17. Instalment Loan Collection Manager	13,727	16,272	+18.5
18. Instalment Loan Department Manager	24,300	27,113	+11.6
19. Instalment Loan Officer	16,728	18,360	+ 9.8

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†Less than five banks submitted data for this position.

$100 to $249 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$19,010	$21,800	+14.7
21. International Banking Officer—Sr.	20,000	27,500	+37.5
22. Loan Review Officer	21,050	23,500	+11.6
23. Marketing Director	23,400	25,400	+ 8.5
24. Mortgage Loan Department Manager	25,000	29,500	+18.0
25. Mortgage Loan Officer	18,660	23,300	+24.9
26. Mortgage Loan Officer—Jr.	13,500	16,750	+24.1
27. New Accounts Officer	13,000	15,600	+20.0
28. Officer Trainee—Master's Degree	11,250	14,000	+24.4
29. Officer Trainee—Bachelor's Degree	10,450	12,131	+16.1
30. Operations Officer—Sr.	26,400	31,900	+20.8
31. Personnel Officer—Sr.	19,000	22,475	+18.3
32. Security Officer—Sr.	17,800	21,174	+19.0
33. Training Director	13,300	14,875	+11.8
34. Trust Department Officer—Sr.	32,000	36,000	+12.5
35. Trust Operations Manager	17,140	20,000	+16.7

National Base Salary Medians
$250 to $499 Million

	1979	1981	Percent
1. Chief Executive Officer	$80,000	$91,500	+14.4
2. Advertising Officer	20,000	22,000	+10.0
3. Bank Investment Officer—Sr.	31,450	37,500	+19.2
4. Branch Administration Officer—Sr.	30,800	38,450	+24.8
5. Branch Manager—Large (31+)	24,650	28,245	+14.6
6. Branch Manager—Medium (10-30)	20,350	24,063	+18.2
7. Branch Manager—Small (-10)	16,025	19,375	+20.9
8. Business Development Officer—Sr.	27,900	32,500	+16.5
9. Business Development Officer	20,450	24,500	+19.8
10. Commercial Credit Department Manager	20,000	21,700	+ 8.5
11. Commercial Loan Department Manager	36,000	41,600	+15.6
12. Commercial Loan Officer	25,000	30,100	+20.4
13. Commercial Loan Officer—Jr.	16,600	21,000	+26.5
14. Correspondent Bank Officer—Sr.	28,124	36,000	+28.0
15. EDP Officer—Sr.	30,000	32,000	+ 6.7
16. Financial Officer—Sr.	37,492	36,448	− 2.8
17. Instalment Loan Collection Manager	15,100	17,660	+17.0
18. Instalment Loan Department Manager	27,550	31,000	+12.5
19. Instalment Loan Officer	16,875	19,842	+17.6

$250 to $499 Million
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$24,000	$27,500	+14.6
21. International Banking Officer—Sr.	28,800	32,000	+11.1
22. Loan Review Officer	23,000	25,250	+ 9.8
23. Marketing Director	26,375	30,160	+14.4
24. Mortgage Loan Department Manager	28,260	32,500	+15.0
25. Mortgage Loan Officer	20,646	24,000	+16.2
26. Mortgage Loan Officer—Jr.	14,500	18,700	+29.0
27. New Accounts Officer	13,500	15,544	+15.1
28. Officer Trainee—Master's Degree	11,100	15,120	+36.2
29. Officer Trainee—Bachelor's Degree	10,800	12,500	+15.7
30. Operations Officer—Sr.	31,950	36,750	+15.0
31. Personnel Officer—Sr.	24,804	29,000	+16.9
32. Security Officer—Sr.	20,300	21,100	+ 3.9
33. Training Director	17,212	18,104	+ 5.2
34. Trust Department Officer—Sr.	38,000	42,500	+11.8
35. Trust Operations Manager	19,080	22,300	+16.9

National Base Salary Medians
$500 to $999 Million

	1979	1981	Percent
1. Chief Executive Officer	$99,250	$120,000	+20.9
2. Advertising Officer	21,300	21,300	0.0
3. Bank Investment Officer—Sr.	38,417	43,500	+13.2
4. Branch Administration Officer—Sr.	34,750	43,500	+25.2
5. Branch Manager—Large (31+)	25,875	31,750	+22.7
6. Branch Manager—Medium (10-30)	20,374	24,470	+20.1
7. Branch Manager—Small (-10)	16,606	19,550	+17.7
8. Business Development Officer—Sr.	27,350	36,000	+31.6
9. Business Development Officer	20,845	25,309	+21.4
10. Commercial Credit Department Manager	20,000	26,000	+30.0
11. Commercial Loan Department Manager	38,500	45,000	+16.9
12. Commercial Loan Officer	26,500	31,850	+20.2
13. Commercial Loan Officer—Jr.	18,300	20,700	+13.1
14. Correspondent Bank Officer—Sr.	35,000	34,850	− 0.4
15. EDP Officer—Sr.	34,000	40,000	+17.6
16. Financial Officer—Sr.	38,400	42,500	+10.7
17. Instalment Loan Collection Manager	17,000	20,400	+20.0
18. Instalment Loan Department Manager	29,600	35,300	+19.3
19. Instalment Loan Officer	18,000	20,000	+11.1

$500 to $999 Million (Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$27,500	$34,000	+23.6
21. International Banking Officer—Sr.	30,579	32,000	+ 4.6
22. Loan Review Officer	24,750	27,300	+10.3
23. Marketing Director	33,150	33,500	+ 1.1
24. Mortgage Loan Department Manager	32,500	39,000	+20.0
25. Mortgage Loan Officer	21,600	26,000	+20.4
26. Mortgage Loan Officer—Jr.	16,213	17,940	+10.7
27. New Accounts Officer	14,000	16,000	+14.3
28. Officer Trainee—Master's Degree	12,708	16,100	+26.7
29. Officer Trainee—Bachelor's Degree	10,500	12,325	+17.4
30. Operations Officer—Sr.	37,000	42,500	+14.9
31. Personnel Officer—Sr.	29,750	33,000	+10.9
32. Security Officer—Sr.	21,900	26,500	+21.0
33. Training Director	16,500	18,750	+13.6
34. Trust Department Officer—Sr.	43,500	50,000	+14.9
35. Trust Operations Manager	21,896	25,500	+16.5

National Base Salary Medians $1 Billion and Over

	1979	1981	Percent
1. Chief Executive Officer	$130,000	$165,875	+27.6
2. Advertising Officer	25,000	32,200	+28.8
3. Bank Investment Officer—Sr.	50,000	60,000	+20.0
4. Branch Administration Officer—Sr.	41,175	50,000	+21.4
5. Branch Manager—Large (31+)	30,500	31,631	+ 3.7
6. Branch Manager—Medium (10-30)	21,750	26,000	+19.5
7. Branch Manager—Small (-10)	18,000	19,267	+ 7.0
8. Business Development Officer—Sr.	32,682	32,300	− 1.2
9. Business Development Officer	21,610	24,000	+11.1
10. Commercial Credit Department Manager	27,000	32,750	+21.3
11. Commercial Loan Department Manager	42,000	53,000	+26.2
12. Commercial Loan Officer	25,812	32,121	+24.4
13. Commercial Loan Officer—Jr.	18,500	22,150	+19.7
14. Correspondent Bank Officer—Sr.	39,757	37,500	− 5.7
15. EDP Officer—Sr.	41,400	47,700	+15.2
16. Financial Officer—Sr.	52,320	52,250	− 0.1
17. Instalment Loan Collection Manager	20,500	23,000	+12.2
18. Instalment Loan Department Manager	33,000	40,000	+21.2
19. Instalment Loan Officer	17,197	20,700	+20.4

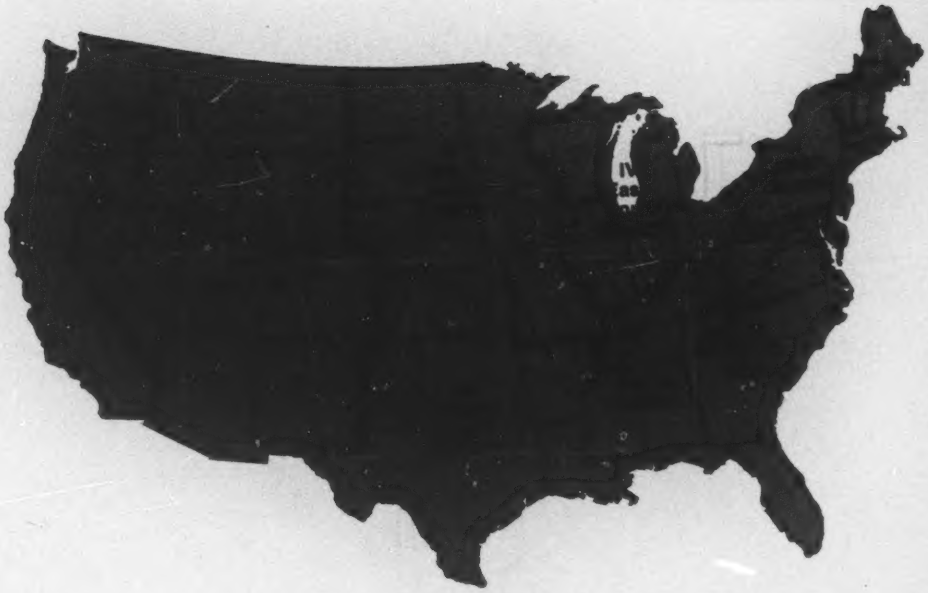
$1 Billion and Over
(Continued)

	1979	1981	Percent
20. Internal Auditing Officer—Sr.	$35,220	$40,000	+13.6
21. International Banking Officer—Sr.	43,000	49,000	+14.0
22. Loan Review Officer	25,600	26,500	+ 3.5
23. Marketing Director	35,739	44,000	+23.1
24. Mortgage Loan Department Manager	38,186	46,700	+22.3
25. Mortgage Loan Officer	23,900	28,350	+18.6
26. Mortgage Loan Officer—Jr.	16,000	19,502	+21.9
27. New Accounts Officer	14,250	16,000	+12.3
28. Officer Trainee—Master's Degree	16,000	18,000	+12.5
29. Officer Trainee—Bachelor's Degree	12,000	14,000	+16.7
30. Operations Officer—Sr.	48,400	48,000	− 0.8
31. Personnel Officer—Sr.	39,000	45,963	+17.9
32. Security Officer—Sr.	24,500	29,125	+18.9
33. Training Director	25,200	27,350	+ 8.5
34. Trust Department Officer—Sr.	56,000	66,780	+19.3
35. Trust Operations Manager	31,750	35,000	+10.2

Cash Compensation Data

Region VII: West-South Central

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size



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GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: LESS THAN $10 MILLION

Of the 502 banks submitting data for the West-South Central region, 35 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	35	$26,450	$34,382	$33,780	$40,000
Bonus	28	2,920	6,512	4,650	10,000
Total Compensation	35	31,947	39,591	38,000	46,000
Age	35	38	45	44	51
Years with Present Bank	35	1	5	2	8
Years in Position	34	1	4	2	5
No. of Employees Supervised	35	6	10	9	14
Asset Size (Millions)	35	$5.5	$6.8	$7.0	$9.0
SECOND RANKING OFFICER					
Base Salary	30	$17,100	$21,418	$21,500	$24,000
Bonus	23	1,513	2,908	2,400	3,000
Total Compensation	30	19,890	23,647	23,050	27,000
Age	29	30	37	34	47
Years with Present Bank	30	1	5	2	6
Years in Position	29	1	3	2	3
No. of Employees Supervised	29	1	7	6	11
Asset Size (Millions)	30	$5.0	$6.5	$6.5	$8.0
CONTROLLER					
Base Salary	5	$11,600	$17,900	$15,600	$18,150
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,750	19,310	16,900	20,525
Age	5	36	43	41	43
Years with Present Bank	5	2	11	9	13
Years in Position	5	1	3	2	2
No. of Employees Supervised	5	5	9	10	11
Asset Size (Millions)	5	$8.0	$8.6	$9.0	$9.0
GENERAL LOAN OFFICER					
Base Salary	6	$11,300	$18,433	$16,250	$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,225	18,908	16,750	21,000
Age	5	31	36	33	36
Years with Present Bank	6	1	3	2	4
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	2	2	2	3
Asset Size (Millions)	6	$7.0	$8.2	$8.5	$9.0

GEOGRAPHIC REGION: 7
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	8	$10,260	$14,395	$13,700	$15,000
Bonus	7	688	1,211	1,250	1,500
Total Compensation	8	11,115	15,455	15,075	16,500
Age	7	39	43	44	46
Years with Present Bank	8	1	5	2	8
Years in Position	8	1	3	2	2
No. of Employees Supervised	7	3	8	9	11
Asset Size (Millions)	8	$7.0	$7.9	$8.0	$9.0
OPERATIONS OFFICER-JR.					
Base Salary	11	$9,370	$11,724	$11,400	$14,200
Bonus	9	745	1,057	1,000	1,124
Total Compensation	11	10,115	12,588	12,650	14,550
Age	10	36	43	44	48
Years with Present Bank	11	2	6	3	9
Years in Position	11	1	4	2	3
No. of Employees Supervised	9	2	3	3	5
Asset Size (Millions)	11	$5.5	$7.1	$7.0	$8.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $10 TO $19 MILLION

Of the 502 banks submitting data for the West-South Central region, 77 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Instalment Loan Collector
Mortgage Loan Officer
Personnel Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	77	$32,750	$38,765	$37,950	$43,200
Bonus	50	3,000	6,888	5,000	6,500
Total Compensation	77	36,250	43,237	42,000	47,500
Age	74	40	47	45	52
Years with Present Bank	76	3	11	7	16
Years in Position	77	2	6	3	9
No. of Employees Supervised	77	13	18	17	23
Asset Size (Millions)	77	$11.0	$13.7	$13.0	$16.0
SECOND RANKING OFFICER					
Base Salary	65	$21,982	$25,724	$25,025	$29,400
Bonus	38	1,408	4,172	2,530	4,700
Total Compensation	65	23,900	28,163	27,500	33,330
Age	65	37	45	44	52
Years with Present Bank	64	3	9	6	14
Years in Position	64	1	5	3	6
No. of Employees Supervised	59	8	13	13	18
Asset Size (Millions)	65	$11.0	$13.8	$13.0	$16.0
AGRICULTURAL LOAN OFFICER					
Base Salary	5	$14,625	$18,680	$17,500	$19,475
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,349	24,299	23,595	27,798
Age	5	32	39	41	43
Years with Present Bank	5	3	9	6	11
Years in Position	5	3	6	5	6
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$11.0	$14.8	$14.0	$16.5
BUSINESS DEVELOPMENT OFFICER					
Base Salary	12	$14,400	$17,492	$16,050	$18,500
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	17,813	16,575	18,500
Age	12	33	43	39	47
Years with Present Bank	12	1	5	1	3
Years in Position	12	0	1	1	1
No. of Employees Supervised	12	0	1	0	2
Asset Size (Millions)	12	$10.0	$13.6	$13.5	$15.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	11	$20,460	$23,515	$24,000	$26,500
Bonus	6	1,128	3,609	1,700	4,000
Total Compensation	11	22,800	25,484	25,320	27,500
Age	10	33	38	36	41
Years with Present Bank	11	1	5	2	8
Years in Position	11	1	2	1	2
No. of Employees Supervised	10	1	3	2	3
Asset Size (Millions)	11	$11.0	$14.5	$16.0	$16.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	6	$12,300	$18,817	$16,650	$22,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,050	19,640	17,469	23,400
Age	6	30	38	40	42
Years with Present Bank	6	3	7	6	7
Years in Position	5	1	2	1	2
No. of Employees Supervised	6	0	2	3	3
Asset Size (Millions)	6	$13.5	$16.5	$17.5	$18.0
CONTROLLER					
Base Salary	11	$15,750	$20,073	$18,000	$21,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	16,625	20,768	20,000	22,000
Age	11	31	38	37	42
Years with Present Bank	11	1	7	3	11
Years in Position	10	1	4	3	3
No. of Employees Supervised	10	5	13	15	18
Asset Size (Millions)	11	$10.5	$13.6	$13.0	$15.5
GENERAL LOAN OFFICER					
Base Salary	24	$15,900	$19,954	$18,512	$22,000
Bonus	12	300	1,615	1,600	1,900
Total Compensation	24	17,325	20,762	19,500	22,000
Age	24	32	38	38	44
Years with Present Bank	23	1	5	3	6
Years in Position	24	0	2	2	3
No. of Employees Supervised	24	0	3	2	3
Asset Size (Millions)	24	$11.0	$14.2	$14.5	$16.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-SR.					
Base Salary	15	$15,350	$19,663	$18,600	$22,200
Bonus	6	1,414	1,988	1,750	2,300
Total Compensation	15	16,550	20,458	19,195	22,600
Age	15	34	43	41	50
Years with Present Bank	15	3	8	5	9
Years in Position	14	1	3	3	6
No. of Employees Supervised	13	2	3	3	5
Asset Size (Millions)	15	$13.0	$15.5	$15.0	$18.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	14	$14,700	$16,171	$15,150	$16,650
Bonus	5	1,000	1,580	1,250	1,425
Total Compensation	14	14,700	16,736	16,000	17,100
Age	14	30	39	34	47
Years with Present Bank	14	1	5	3	4
Years in Position	13	1	2	2	3
No. of Employees Supervised	12	0	1	0	1
Asset Size (Millions)	14	$12.5	$14.6	$15.0	$15.5
INTERNAL AUDITING OFFICER					
Base Salary	7	$10,450	$13,143	$13,200	$14,850
Bonus	5	571	1,291	1,275	1,338
Total Compensation	7	10,450	14,065	15,241	16,208
Age	7	25	37	33	44
Years with Present Bank	7	2	8	5	7
Years in Position	7	0	2	1	2
No. of Employees Supervised	6	0	2	1	3
Asset Size (Millions)	7	$10.5	$12.7	$12.0	$14.5
OFFICER TRAINEE					
Base Salary	5	$9,504	$11,536	$12,300	$12,400
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,573	12,123	12,300	12,400
Age	5	29	40	40	41
Years with Present Bank	5	1	6	3	6
Years in Position	5	0	2	1	2
No. of Employees Supervised	5	1	3	2	3
Asset Size (Millions)	5	$10.0	$11.6	$11.0	$11.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	44	$15,000	$18,334	$17,400	$21,000
Bonus	22	1,000	2,699	1,500	2,569
Total Compensation	44	15,600	19,683	17,500	23,800
Age	43	33	43	42	51
Years with Present Bank	43	2	10	5	14
Years in Position	44	1	4	2	4
No. of Employees Supervised	43	6	12	10	14
Asset Size (Millions)	44	$11.0	$14.0	$13.0	$16.0
OPERATIONS OFFICER-JR.					
Base Salary	33	$11,850	$13,169	$13,000	$13,900
Bonus	16	960	1,230	1,048	1,300
Total Compensation	33	12,177	13,765	13,500	14,400
Age	32	32	40	40	44
Years with Present Bank	32	2	6	5	9
Years in Position	33	1	4	2	3
No. of Employees Supervised	32	2	5	5	9
Asset Size (Millions)	33	$10.0	$12.8	$13.0	$14.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $20 TO $29 MILLION

Of the 502 banks submitting data for the West-South Central region, 66 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Mortgage Loan Officer

GEOGRAPHIC REGION: 7
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	65	$38,210	$43,645	$42,000	$50,000
Bonus	55	4,000	10,513	8,550	12,000
Total Compensation	65	43,472	52,541	49,550	59,400
Age	64	42	48	47	54
Years with Present Bank	64	3	11	8	16
Years in Position	65	2	7	5	10
No. of Employees Supervised	61	17	23	22	30
Asset Size (Millions)	65	$22.0	$24.6	$24.0	$27.0
SECOND RANKING OFFICER					
Base Salary	52	$24,000	$28,079	$27,400	$31,500
Bonus	40	2,249	5,820	4,917	6,050
Total Compensation	52	27,400	32,556	30,900	37,000
Age	52	34	43	40	52
Years with Present Bank	52	5	13	9	18
Years in Position	52	2	5	4	6
No. of Employees Supervised	47	5	13	15	21
Asset Size (Millions)	52	$22.0	$24.3	$24.0	$26.0
AGRICULTURAL LOAN OFFICER					
Base Salary	7	$14,800	$20,871	$21,000	$24,550
Bonus	5	1,750	2,700	2,400	2,500
Total Compensation	7	17,000	22,800	21,500	25,850
Age	7	27	31	30	32
Years with Present Bank	7	1	4	4	5
Years in Position	7	1	3	4	5
No. of Employees Supervised	6	0	5	2	7
Asset Size (Millions)	7	$21.5	$22.9	$[illegible].0	$23.5
BRANCH MANAGER					
Base Salary	10	$13,888	$19,771	$21,216	$22,150
Bonus	8	1,000	1,566	1,525	1,786
Total Compensation	10	14,296	21,023	22,109	23,813
Age	10	33	41	38	47
Years with Present Bank	10	2	5	4	5
Years in Position	10	2	3	3	4
No. of Employees Supervised	10	2	5	5	7
Asset Size (Millions)	10	$22.5	$25.3	$25.5	$27.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	$11,000	$18,176	$15,000	$25,050
Bonus	8	720	2,569	1,417	4,000
Total Compensation	11	11,688	20,045	16,500	29,438
Age	11	33	39	39	44
Years with Present Bank	11	2	7	4	11
Years in Position	11	1	5	3	7
No. of Employees Supervised	10	0	1	1	2
Asset Size (Millions)	11	$22.0	$25.2	$26.0	$27.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	30	$21,750	$26,614	$27,310	$30,000
Bonus	22	1,563	4,009	4,737	5,700
Total Compensation	30	25,050	29,554	29,895	33,500
Age	27	31	38	35	41
Years with Present Bank	30	2	6	3	7
Years in Position	29	1	3	3	3
No. of Employees Supervised	29	1	4	3	6
Asset Size (Millions)	30	$23.5	$25.6	$26.0	$28.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	13	$14,590	$19,438	$22,200	$22,975
Bonus	8	1,038	3,976	3,075	6,800
Total Compensation	13	16,565	21,884	23,000	24,189
Age	13	30	36	36	42
Years with Present Bank	13	3	7	6	9
Years in Position	13	2	3	3	4
No. of Employees Supervised	13	0	5	1	4
Asset Size (Millions)	13	$22.0	$25.4	$25.0	$28.5
CONTROLLER					
Base Salary	13	$15,670	$20,410	$20,500	$21,950
Bonus	8	1,800	4,255	4,450	5,490
Total Compensation	13	19,115	23,028	21,700	23,850
Age	12	31	39	35	43
Years with Present Bank	13	3	11	6	9
Years in Position	12	1	4	3	7
No. of Employees Supervised	12	3	12	10	16
Asset Size (Millions)	13	$21.0	$24.3	$25.0	$26.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	19	$16,625	$20,667	$20,000	$23,250
Bonus	13	1,000	3,137	2,500	4,453
Total Compensation	19	17,350	22,814	22,500	26,700
Age	19	33	38	38	41
Years with Present Bank	19	1	7	4	12
Years in Position	19	1	4	2	3
No. of Employees Supervised	17	1	5	2	5
Asset Size (Millions)	19	$21.5	$24.4	$24.0	$28.0
INSTALMENT LOAN COLLECTOR					
Base Salary	11	$10,782	$12,134	$12,000	$13,800
Bonus	8	625	1,344	1,219	1,875
Total Compensation	11	11,015	13,111	12,350	15,113
Age	11	26	32	30	35
Years with Present Bank	11	1	5	2	5
Years in Position	10	1	2	1	2
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	11	$23.5	$26.0	$27.0	$28.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	22	$18,730	$21,551	$21,180	$23,750
Bonus	14	1,075	3,064	2,300	4,849
Total Compensation	22	19,330	23,501	22,450	25,254
Age	20	31	40	36	46
Years with Present Bank	22	2	6	3	6
Years in Position	22	1	3	2	4
No. of Employees Supervised	22	0	2	1	3
Asset Size (Millions)	22	$22.0	$24.8	$24.5	$27.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	19	$12,750	$15,683	$16,000	$17,750
Bonus	14	970	1,971	1,592	2,391
Total Compensation	19	13,600	17,135	17,500	19,637
Age	19	26	31	30	31
Years with Present Bank	19	3	5	4	7
Years in Position	19	1	2	2	3
No. of Employees Supervised	17	0	2	1	2
Asset Size (Millions)	19	$21.0	$24.8	$25.0	$28.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	10	$12,350	$14,262	$14,250	$16,100
Bonus	6	540	1,692	1,400	1,838
Total Compensation	10	12,750	15,277	14,600	18,200
Age	10	31	44	45	54
Years with Present Bank	10	3	12	8	20
Years in Position	9	1	4	3	3
No. of Employees Supervised	8	0	3	0	2
Asset Size (Millions)	10	$21.0	$24.2	$24.5	$25.5
OFFICER TRAINEE					
Base Salary	5	$10,400	$12,960	$13,500	$13,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	10,400	13,367	14,000	14,358
Age	5	25	27	26	27
Years with Present Bank	5	1	2	1	2
Years in Position	5	0	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$22.5	$24.4	$24.0	$25.0
OPERATIONS OFFICER-SR.					
Base Salary	48	$15,500	$20,215	$20,000	$24,600
Bonus	36	1,500	2,821	2,650	3,987
Total Compensation	48	17,200	22,330	21,975	27,280
Age	46	33	42	42	49
Years with Present Bank	48	3	10	7	13
Years in Position	47	1	5	3	6
No. of Employees Supervised	45	11	17	15	22
Asset Size (Millions)	48	$22.0	$24.5	$24.0	$27.0
OPERATIONS OFFICER-JR.					
Base Salary	30	$11,550	$13,413	$12,700	$14,750
Bonus	18	700	1,668	1,300	2,160
Total Compensation	30	12,000	14,414	13,666	15,950
Age	29	31	40	38	47
Years with Present Bank	30	4	7	6	9
Years in Position	30	1	3	2	4
No. of Employees Supervised	24	3	6	5	7
Asset Size (Millions)	30	$21.0	$24.1	$24.0	$26.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $20 TO $29 MILLION

PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$10,860	$16,463	$16,120	$19,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,395	18,215	16,120	23,000
Age	8	34	43	43	45
Years with Present Bank	8	3	12	8	17
Years in Position	8	2	5	5	7
No. of Employees Supervised	7	0	10	4	18
Asset Size (Millions)	8	$21.0	$24.5	$24.5	$25.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $30 TO $39 MILLION

Of the 502 banks submitting data for the West-South Central region, 67 banks were in the $30 to $39 Million asset size category.

GEOGRAPHIC REGION: 7
ASSET SIZE: $30 TO $39 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	67	$42,470	$49,914	$48,000	$55,500
Bonus	50	3,157	7,576	5,000	10,250
Total Compensation	67	44,988	55,568	52,500	64,226
Age	64	40	46	45	54
Years with Present Bank	65	4	12	8	16
Years in Position	67	2	7	5	9
No. of Employees Supervised	66	25	35	34	46
Asset Size (Millions)	67	$32.0	$34.2	$34.0	$37.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	53	$27,750	$33,389	$32,600	$38,544
Bonus	38	2,450	4,189	3,540	5,000
Total Compensation	53	30,000	36,393	35,820	41,650
Age	51	36	42	41	46
Years with Present Bank	52	3	10	7	14
Years in Position	53	1	5	3	7
No. of Employees Supervised	49	8	23	23	34
Asset Size (Millions)	53	$32.0	$34.2	$34.0	$36.5

AGRICULTURAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$18,482	$22,443	$21,000	$24,260
Bonus	9	1,775	4,935	4,680	5,327
Total Compensation	11	21,622	26,481	25,054	28,713
Age	11	27	37	36	46
Years with Present Bank	11	3	9	4	9
Years in Position	11	2	5	4	4
No. of Employees Supervised	9	0	4	1	3
Asset Size (Millions)	11	$31.0	$34.0	$35.0	$36.0

BRANCH MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$11,375	$20,396	$18,100	$21,062
Bonus	5	775	1,261	1,234	1,492
Total Compensation	6	11,992	21,446	19,237	22,335
Age	6	35	47	47	54
Years with Present Bank	6	3	4	4	5
Years in Position	5	2	3	2	3
No. of Employees Supervised	6	3	10	8	12
Asset Size (Millions)	6	$32.5	$34.8	$35.0	$36.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	21	$17,741	$22,914	$21,600	$24,500
Bonus	13	1,017	1,536	1,432	1,875
Total Compensation	21	18,236	23,865	22,000	25,750
Age	19	32	47	46	60
Years with Present Bank	20	1	5	4	7
Years in Position	21	1	3	2	4
No. of Employees Supervised	21	0	2	0	2
Asset Size (Millions)	21	$32.0	$34.3	$34.0	$36.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	32	$24,500	$29,092	$28,951	$32,250
Bonus	22	1,138	2,856	2,331	3,930
Total Compensation	32	26,100	31,055	31,155	34,500
Age	31	33	41	40	47
Years with Present Bank	31	1	5	3	5
Years in Position	32	1	4	3	5
No. of Employees Supervised	32	1	6	4	8
Asset Size (Millions)	32	$32.0	$34.6	$35.0	$37.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	20	$20,100	$23,395	$23,325	$25,200
Bonus	12	750	1,594	1,610	2,050
Total Compensation	20	20,100	24,352	24,250	26,500
Age	19	30	34	34	40
Years with Present Bank	20	2	6	5	7
Years in Position	20	1	3	2	5
No. of Employees Supervised	18	1	4	3	5
Asset Size (Millions)	20	$30.0	$34.3	$34.5	$37.0
CONTROLLER					
Base Salary	18	$17,120	$22,939	$24,000	$27,900
Bonus	12	725	1,706	1,202	2,000
Total Compensation	18	18,296	24,076	24,000	28,900
Age	18	30	38	38	41
Years with Present Bank	17	3	12	7	13
Years in Position	18	2	5	3	6
No. of Employees Supervised	18	2	13	12	20
Asset Size (Millions)	18	$31.5	$34.4	$35.0	$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $30 TO $39 MILLION

GENERAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	30	$16,140	$21,959	$20,746	$25,544
Bonus	20	1,050	2,123	1,869	3,000
Total Compensation	30	17,790	23,374	22,984	28,224
Age	29	34	43	43	48
Years with Present Bank	30	2	8	7	13
Years in Position	29	1	4	3	6
No. of Employees Supervised	27	0	3	1	4
Asset Size (Millions)	30	$32.5	$34.4	$34.0	$36.5

INSTALMENT LOAN COLLECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$13,710	$16,050	$15,900	$16,900
Bonus	10	500	1,051	613	1,131
Total Compensation	13	15,469	16,858	16,630	17,677
Age	13	28	35	32	41
Years with Present Bank	12	2	4	2	4
Years in Position	13	1	2	2	2
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	13	$32.0	$34.0	$34.0	$35.5

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	35	$20,783	$23,196	$23,100	$25,000
Bonus	19	789	2,042	2,000	2,450
Total Compensation	35	21,363	24,305	24,828	26,567
Age	33	33	38	37	41
Years with Present Bank	33	2	5	3	5
Years in Position	35	2	3	3	4
No. of Employees Supervised	33	0	3	1	3
Asset Size (Millions)	35	$31.5	$34.5	$34.0	$37.0

INSTALMENT LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$14,883	$17,783	$16,900	$19,900
Bonus	16	855	1,459	1,459	1,650
Total Compensation	22	15,469	18,844	17,850	20,324
Age	21	28	34	33	36
Years with Present Bank	21	2	6	4	8
Years in Position	21	1	2	2	3
No. of Employees Supervised	20	0	1	1	3
Asset Size (Millions)	22	$31.5	$34.6	$35.0	$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	18	$13,601	$16,453	$16,050	$17,399
Bonus	13	719	1,115	1,125	1,296
Total Compensation	18	14,250	17,259	16,637	18,712
Age	17	25	33	30	38
Years with Present Bank	18	1	5	5	8
Years in Position	18	1	2	2	4
No. of Employees Supervised	15	0	2	0	2
Asset Size (Millions)	18	$30.5	$34.2	$34.5	$37.0
MORTGAGE LOAN OFFICER					
Base Salary	7	$13,500	$18,671	$18,000	$21,500
Bonus	6	700	1,647	1,622	2,397
Total Compensation	7	15,917	20,083	18,000	22,475
Age	6	31	37	36	38
Years with Present Bank	6	1	4	3	6
Years in Position	7	1	1	1	1
No. of Employees Supervised	5	0	1	0	2
Asset Size (Millions)	7	$30.5	$33.0	$32.0	$34.0
OFFICER TRAINEE					
Base Salary	10	$9,942	$12,345	$12,600	$13,650
Bonus	6	745	1,119	1,083	1,286
Total Compensation	10	10,915	13,017	12,850	14,925
Age	9	25	30	26	32
Years with Present Bank	9	1	3	2	3
Years in Position	10	1	1	1	2
No. of Employees Supervised	10	0	2	1	2
Asset Size (Millions)	10	$30.5	$34.0	$34.0	$36.5
OPERATIONS OFFICER-SR.					
Base Salary	53	$18,900	$23,855	$24,000	$28,000
Bonus	34	1,499	2,517	2,243	3,350
Total Compensation	53	19,644	25,470	26,000	28,650
Age	50	31	40	38	47
Years with Present Bank	51	4	11	6	17
Years in Position	52	1	4	3	6
No. of Employees Supervised	51	16	28	28	36
Asset Size (Millions)	53	$32.0	$34.4	$34.0	$37.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $30 TO $39 MILLION

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	36	$13,000	$15,268	$15,678	$17,600
Bonus	21	1,007	1,383	1,270	1,650
Total Compensation	36	14,000	16,075	15,678	18,300
Age	34	30	40	38	47
Years with Present Bank	34	3	9	7	14
Years in Position	36	1	3	1	2
No. of Employees Supervised	36	3	13	9	16
Asset Size (Millions)	36	$32.0	$34.1	$34.0	$36.0

PERSONNEL OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$16,400	$20,096	$17,750	$22,500
Bonus	7	663	1,554	1,050	1,415
Total Compensation	10	16,813	21,184	18,995	23,775
Age	10	31	38	35	42
Years with Present Bank	9	4	4	4	5
Years in Position	10	2	4	2	3
No. of Employees Supervised	8	0	11	4	5
Asset Size (Millions)	10	$32.5	$35.1	$35.0	$36.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $40 TO $49 MILLION

Of the 502 banks submitting data for the West-South Central region, 68 banks were in the $40 to $49 Million asset size category.

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed $49 million. The reason for this being is that banks with assets just over $50 million were instructed to complete the under $50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 7
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	68	$44,000	$55,858	$55,000	$65,000
Bonus	50	3,348	9,079	7,500	10,000
Total Compensation	68	48,100	62,534	60,000	72,300
Age	67	43	50	50	54
Years with Present Bank	68	6	16	14	23
Years in Position	67	3	8	6	12
No. of Employees Supervised	65	36	45	45	58
Asset Size (Millions)	68	$42.0	$46.4	$45.0	$50.0
SECOND RANKING OFFICER					
Base Salary	62	$31,364	$38,513	$36,600	$43,600
Bonus	43	2,322	4,726	4,400	5,760
Total Compensation	62	34,900	41,790	39,550	47,350
Age	61	37	45	44	53
Years with Present Bank	61	4	12	8	16
Years in Position	61	2	5	5	7
No. of Employees Supervised	60	10	31	33	47
Asset Size (Millions)	62	$43.0	$46.5	$45.5	$50.0
AGRICULTURAL LOAN OFFICER					
Base Salary	14	$21,013	$24,754	$25,000	$27,410
Bonus	13	1,250	2,491	2,100	3,300
Total Compensation	14	22,468	27,068	27,500	28,460
Age	14	31	40	38	45
Years with Present Bank	14	3	8	7	8
Years in Position	14	2	6	3	8
No. of Employees Supervised	11	0	9	1	4
Asset Size (Millions)	14	$42.0	$46.7	$46.5	$50.0
BRANCH MANAGER					
Base Salary	21	$16,600	$19,955	$19,032	$21,600
Bonus	12	1,064	1,848	1,500	2,000
Total Compensation	21	17,200	21,011	20,100	23,500
Age	20	32	40	39	43
Years with Present Bank	21	6	10	8	13
Years in Position	21	1	3	3	5
No. of Employees Supervised	19	3	10	5	7
Asset Size (Millions)	21	$44.5	$47.6	$48.0	$50.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	22	$15,300	$22,862	$22,420	$27,200
Bonus	10	1,255	2,330	2,500	2,799
Total Compensation	22	15,825	23,921	24,200	27,950
Age	22	35	45	44	51
Years with Present Bank	22	2	8	7	10
Years in Position	22	1	3	2	3
No. of Employees Supervised	21	0	8	1	5
Asset Size (Millions)	22	$43.0	$47.2	$48.0	$50.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	43	$24,710	$31,944	$32,400	$36,198
Bonus	30	1,442	3,071	2,850	4,975
Total Compensation	43	27,410	34,087	33,750	39,400
Age	42	35	43	40	48
Years with Present Bank	43	3	7	5	9
Years in Position	43	2	4	3	6
No. of Employees Supervised	39	2	9	6	9
Asset Size (Millions)	43	$41.5	$46.8	$47.0	$52.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	26	$17,338	$23,784	$24,050	$29,150
Bonus	14	836	1,919	1,640	2,708
Total Compensation	26	17,446	24,818	25,250	30,193
Age	26	29	36	33	41
Years with Present Bank	26	2	7	4	9
Years in Position	26	1	3	2	4
No. of Employees Supervised	24	1	4	1	3
Asset Size (Millions)	26	$42.0	$47.8	$48.5	$52.0
CONTROLLER					
Base Salary	32	$18,840	$24,829	$24,770	$29,000
Bonus	18	989	2,225	1,770	3,150
Total Compensation	32	20,150	26,080	26,400	30,000
Age	32	33	40	38	49
Years with Present Bank	31	4	11	10	14
Years in Position	32	1	5	3	5
No. of Employees Supervised	30	2	20	9	34
Asset Size (Millions)	32	$43.0	$47.8	$47.5	$52.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	26	$19,525	$24,656	$24,615	$28,000
Bonus	14	1,358	2,489	2,281	3,070
Total Compensation	26	19,975	25,996	25,989	28,870
Age	25	33	39	35	43
Years with Present Bank	25	2	9	6	14
Years in Position	25	2	4	3	6
No. of Employees Supervised	23	0	4	1	4
Asset Size (Millions)	26	$43.0	$46.4	$45.5	$49.0
INSTALMENT LOAN COLLECTOR					
Base Salary	17	$11,900	$14,445	$12,600	$16,680
Bonus	9	513	893	700	925
Total Compensation	17	12,300	14,918	13,650	17,030
Age	17	27	36	35	42
Years with Present Bank	16	1	4	2	5
Years in Position	17	1	2	2	3
No. of Employees Supervised	16	0	5	1	2
Asset Size (Millions)	17	$43.0	$47.2	$47.0	$50.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	40	$20,000	$24,529	$23,750	$27,500
Bonus	23	910	2,487	2,000	3,360
Total Compensation	40	21,100	25,959	26,000	29,375
Age	40	35	41	41	46
Years with Present Bank	39	3	6	5	8
Years in Position	40	2	4	3	6
No. of Employees Supervised	35	1	3	3	4
Asset Size (Millions)	40	$43.0	$46.9	$46.5	$51.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	38	$15,470	$18,664	$18,000	$22,400
Bonus	23	970	1,545	1,450	1,905
Total Compensation	38	16,319	19,599	18,875	23,165
Age	38	29	34	33	40
Years with Present Bank	38	2	6	4	9
Years in Position	38	1	3	2	4
No. of Employees Supervised	34	0	1	1	2
Asset Size (Millions)	38	$41.5	$46.2	$45.0	$50.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	28	$13,500	$17,283	$17,263	$19,600
Bonus	14	618	1,392	1,223	2,200
Total Compensation	28	13,500	17,979	18,292	22,000
Age	28	28	38	38	44
Years with Present Bank	27	3	8	5	11
Years in Position	27	1	3	2	3
No. of Employees Supervised	25	0	4	0	1
Asset Size (Millions)	28	$42.0	$47.0	$47.0	$50.0
MORTGAGE LOAN OFFICER					
Base Salary	16	$16,000	$21,507	$20,000	$27,500
Bonus	10	800	2,060	1,525	2,799
Total Compensation	16	16,250	22,794	21,500	27,500
Age	16	31	40	42	45
Years with Present Bank	15	2	5	3	5
Years in Position	16	1	3	2	3
No. of Employees Supervised	14	1	6	2	3
Asset Size (Millions)	16	$41.0	$44.3	$43.0	$45.0
OFFICER TRAINEE					
Base Salary	14	$12,250	$13,763	$13,500	$14,250
Bonus	5	400	1,185	690	1,050
Total Compensation	14	12,450	14,186	13,600	14,445
Age	14	25	31	32	35
Years with Present Bank	14	1	4	3	6
Years in Position	14	0	1	1	2
No. of Employees Supervised	14	0	3	0	3
Asset Size (Millions)	14	$42.0	$47.1	$46.5	$51.5
OPERATIONS OFFICER-SR.					
Base Salary	55	$19,000	$24,662	$23,400	$30,000
Bonus	34	1,083	2,217	1,810	3,000
Total Compensation	55	19,200	26,032	24,000	30,596
Age	55	33	41	40	50
Years with Present Bank	54	5	12	10	15
Years in Position	55	2	5	3	8
No. of Employees Supervised	55	13	28	26	40
Asset Size (Millions)	55	$42.0	$46.5	$45.0	$51.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-JR.					
Base Salary	40	$13,200	$16,146	$16,598	$18,000
Bonus	24	700	1,278	1,049	1,500
Total Compensation	40	13,800	16,913	17,150	19,818
Age	39	31	40	38	47
Years with Present Bank	38	5	12	8	18
Years in Position	39	1	3	2	3
No. of Employees Supervised	38	5	16	13	20
Asset Size (Millions)	40	$41.0	$46.6	$45.0	$51.0
PERSONNEL OFFICER					
Base Salary	21	$14,775	$18,916	$18,000	$21,325
Bonus	11	625	1,181	1,000	1,435
Total Compensation	21	14,925	19,535	18,300	22,961
Age	20	35	42	41	46
Years with Present Bank	20	4	9	7	14
Years in Position	20	1	3	2	3
No. of Employees Supervised	19	0	13	2	7
Asset Size (Millions)	21	$43.0	$47.1	$47.0	$49.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $50 TO $99 MILLION

Of the 502 banks submitting data for the West-South Central region, 76 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	76	$52,800	$61,626	$60,300	$70,200
Bonus	54	5,000	10,858	7,142	13,878
Total Compensation	76	56,448	69,341	66,330	80,000
Age	75	41	49	51	56
Years with Present Bank	76	5	14	10	18
Years in Position	74	2	8	6	11
No. of Employees Supervised	75	42	62	71	87
Asset Size (Millions)	76	$65.0	$74.0	$71.0	$84.0
ADVERTISING OFFICER					
Base Salary	24	$18,000	$24,183	$22,000	$30,000
Bonus	17	1,539	2,350	2,340	2,600
Total Compensation	24	19,800	25,848	24,780	30,750
Age	24	34	44	44	49
Years with Present Bank	24	2	8	5	9
Years in Position	23	1	3	2	3
No. of Employees Supervised	24	0	5	1	2
Asset Size (Millions)	24	$65.0	$74.2	$73.5	$83.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	25	$29,500	$36,355	$35,000	$41,000
Bonus	20	2,630	4,130	3,370	5,303
Total Compensation	25	31,745	39,659	39,600	44,252
Age	25	34	44	42	48
Years with Present Bank	25	6	11	9	13
Years in Position	24	2	5	5	6
No. of Employees Supervised	24	1	25	10	42
Asset Size (Millions)	25	$67.5	$79.7	$81.0	$90.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	16	$25,500	$32,668	$31,000	$35,000
Bonus	12	1,600	4,450	2,920	3,500
Total Compensation	16	27,920	36,005	32,600	37,600
Age	16	35	42	42	48
Years with Present Bank	16	3	12	8	16
Years in Position	15	1	3	1	3
No. of Employees Supervised	15	8	41	41	55
Asset Size (Millions)	16	$65.0	$76.6	$79.0	$84.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	20	$18,300	$19,518	$19,810	$21,000
Bonus	14	1,188	2,005	1,845	2,459
Total Compensation	20	19,580	20,921	20,870	22,800
Age	20	38	43	42	50
Years with Present Bank	20	5	11	9	15
Years in Position	19	2	4	3	5
No. of Employees Supervised	19	4	6	6	7
Asset Size (Millions)	20	$65.0	$74.7	$72.5	$83.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	20	$19,000	$24,742	$22,400	$30,500
Bonus	12	1,413	2,397	1,975	2,800
Total Compensation	20	19,000	26,179	22,450	32,000
Age	20	32	44	39	54
Years with Present Bank	20	1	7	3	8
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	0	7	1	4
Asset Size (Millions)	20	$65.0	$72.4	$67.5	$81.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	13	$14,500	$19,808	$17,500	$19,700
Bonus	7	415	1,344	1,220	1,470
Total Compensation	13	15,250	20,531	18,000	19,755
Age	13	39	47	44	50
Years with Present Bank	13	2	12	8	12
Years in Position	12	1	2	2	3
No. of Employees Supervised	13	0	11	0	1
Asset Size (Millions)	13	$65.5	$75.2	$77.0	$83.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	20	$15,200	$17,822	$16,300	$18,600
Bonus	10	670	1,701	1,080	1,300
Total Compensation	20	15,600	18,673	16,750	18,616
Age	20	28	35	32	40
Years with Present Bank	20	2	8	6	13
Years in Position	19	1	4	2	4
No. of Employees Supervised	19	1	4	3	6
Asset Size (Millions)	20	$66.0	$76.0	$74.5	$83.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	53	$28,675	$36,773	$36,000	$43,510
Bonus	31	1,900	4,002	3,525	5,000
Total Compensation	53	30,538	39,114	38,000	44,952
Age	53	36	42	41	48
Years with Present Bank	53	2	10	7	15
Years in Position	52	2	5	3	6
No. of Employees Supervised	52	4	10	7	15
Asset Size (Millions)	53	$64.0	$74.9	$77.0	$85.5

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	63	$23,199	$30,356	$30,000	$36,036
Bonus	38	1,920	4,463	2,761	4,465
Total Compensation	63	24,805	33,048	31,010	38,850
Age	63	33	40	36	46
Years with Present Bank	63	4	10	8	12
Years in Position	61	1	5	3	6
No. of Employees Supervised	63	0	3	1	3
Asset Size (Millions)	63	$65.0	$74.7	$70.0	$85.5

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	35	$16,900	$23,210	$23,000	$27,200
Bonus	26	1,218	2,161	1,755	2,250
Total Compensation	35	18,490	24,816	24,381	27,860
Age	35	30	36	34	39
Years with Present Bank	35	3	7	6	10
Years in Position	33	1	4	2	5
No. of Employees Supervised	35	0	2	1	1
Asset Size (Millions)	35	$68.0	$78.1	$80.0	$86.5

EDP OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$19,150	$25,400	$26,400	$29,850
Bonus	7	775	2,244	2,600	3,135
Total Compensation	11	19,150	26,828	30,000	30,843
Age	11	28	35	34	43
Years with Present Bank	11	1	5	4	7
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	5	8	6	11
Asset Size (Millions)	11	$77.5	$86.6	$92.0	$95.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	32	$22,000	$29,479	$28,250	$34,000
Bonus	22	1,650	4,215	2,738	4,050
Total Compensation	32	23,800	32,377	29,000	36,000
Age	32	29	37	34	42
Years with Present Bank	32	3	7	6	10
Years in Position	30	2	4	3	4
No. of Employees Supervised	31	1	20	4	39
Asset Size (Millions)	32	$66.0	$75.7	$74.0	$84.0

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	15	$13,600	$16,823	$16,800	$18,250
Bonus	11	1,123	1,519	1,400	1,925
Total Compensation	15	15,400	17,937	17,952	18,750
Age	15	28	34	33	37
Years with Present Bank	15	2	4	3	5
Years in Position	14	1	2	2	2
No. of Employees Supervised	15	0	2	1	3
Asset Size (Millions)	15	$65.5	$76.5	$80.0	$83.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	49	$24,000	$27,550	$27,300	$31,250
Bonus	31	1,350	2,687	2,500	3,250
Total Compensation	49	24,378	29,249	28,708	32,175
Age	49	40	45	44	49
Years with Present Bank	49	3	10	7	12
Years in Position	48	2	5	4	6
No. of Employees Supervised	48	3	6	6	7
Asset Size (Millions)	49	$64.5	$74.2	$73.0	$84.0

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	67	$17,650	$21,522	$20,500	$23,200
Bonus	38	1,165	2,175	1,913	2,750
Total Compensation	67	18,550	22,756	21,100	24,398
Age	67	31	40	37	47
Years with Present Bank	67	2	9	6	12
Years in Position	65	2	5	3	6
No. of Employees Supervised	67	0	1	1	2
Asset Size (Millions)	67	$65.0	$75.0	$73.0	$84.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$15,600	$23,551	$20,850	$29,996
Bonus	12	1,331	2,997	2,567	3,200
Total Compensation	20	17,733	25,350	20,900	29,996
Age	20	31	38	34	43
Years with Present Bank	20	2	7	4	7
Years in Position	19	1	2	2	3
No. of Employees Supervised	20	0	2	1	2
Asset Size (Millions)	20	$65.0	$74.0	$68.5	$83.0

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$13,200	$17,342	$17,910	$20,000
Bonus	5	1,256	1,762	1,626	1,976
Total Compensation	8	14,826	18,443	19,166	20,000
Age	8	29	38	36	39
Years with Present Bank	8	4	9	9	12
Years in Position	7	1	4	2	5
No. of Employees Supervised	8	1	3	1	1
Asset Size (Millions)	8	$61.0	$71.5	$67.5	$76.0

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	40	$12,000	$14,443	$14,390	$16,200
Bonus	24	770	1,334	1,140	1,660
Total Compensation	40	12,400	15,244	15,015	17,604
Age	40	36	46	47	54
Years with Present Bank	40	6	12	10	17
Years in Position	40	1	5	2	5
No. of Employees Supervised	40	1	5	4	6
Asset Size (Millions)	40	$63.0	$73.6	$70.0	$84.0

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$10,800	$11,872	$11,400	$12,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	11,490	12,349	11,877	13,200
Age	8	24	28	26	28
Years with Present Bank	8	0	1	1	2
Years in Position	7	0	1	1	1
No. of Employees Supervised	8	0	3	1	2
Asset Size (Millions)	8	$60.0	$71.4	$74.5	$81.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	65	$22,130	$27,525	$27,000	$31,960
Bonus	42	1,675	2,799	2,189	3,170
Total Compensation	65	23,344	29,334	29,000	33,460
Age	65	33	40	39	45
Years with Present Bank	65	3	9	5	12
Years in Position	64	1	4	3	4
No. of Employees Supervised	64	17	39	41	51
Asset Size (Millions)	65	$64.5	$73.6	$70.0	$83.0
PERSONNEL OFFICER-SR.					
Base Salary	38	$15,060	$20,196	$18,706	$22,500
Bonus	23	950	1,770	1,380	2,100
Total Compensation	38	15,915	21,267	19,050	23,558
Age	38	31	39	36	48
Years with Present Bank	38	2	9	7	12
Years in Position	37	1	3	2	5
No. of Employees Supervised	38	1	12	1	5
Asset Size (Millions)	38	$65.0	$74.7	$69.5	$85.0
SECURITY OFFICER-SR.					
Base Salary	10	$17,400	$22,567	$22,675	$26,100
Bonus	9	1,050	1,847	1,416	1,740
Total Compensation	10	18,771	24,229	23,125	28,818
Age	10	43	49	49	52
Years with Present Bank	10	6	12	11	17
Years in Position	10	1	4	3	6
No. of Employees Supervised	10	0	2	1	2
Asset Size (Millions)	10	$64.5	$76.5	$74.0	$86.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	$20,929	$27,753	$24,800	$29,100
Bonus	7	1,251	2,400	2,100	2,998
Total Compensation	13	21,600	29,045	25,800	29,860
Age	13	38	48	48	53
Years with Present Bank	13	4	12	5	13
Years in Position	13	3	7	4	5
No. of Employees Supervised	13	1	2	2	3
Asset Size (Millions)	13	$69.5	$80.8	$83.0	$85.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST OPERATIONS MANAGER					
Base Salary	8	$12,425	$15,900	$16,122	$17,600
Bonus	5	1,226	1,783	1,995	2,083
Total Compensation	8	12,900	17,014	16,270	19,770
Age	8	35	48	47	56
Years with Present Bank	8	5	16	12	21
Years in Position	8	2	4	3	4
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	$66.0	$77.9	$81.5	$84.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $100 TO $249 MILLION

Of the 502 banks submitting data for the West-South Central region, 76 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	75	$68,150	$80,377	$78,800	$87,750
Bonus	40	4,416	13,053	9,213	16,615
Total Compensation	75	75,000	87,339	82,842	101,500
Age	75	45	50	50	56
Years with Present Bank	75	5	13	10	22
Years in Position	75	2	6	4	8
No. of Employees Supervised	69	98	128	120	154
Asset Size (Millions)	75	$110.0	$149.3	$135.0	$180.0
ADVERTISING OFFICER					
Base Salary	19	$18,250	$28,689	$25,000	$33,850
Bonus	11	904	3,011	1,584	2,000
Total Compensation	19	19,000	30,432	25,000	36,658
Age	19	35	44	44	49
Years with Present Bank	19	3	10	6	15
Years in Position	18	2	4	3	4
No. of Employees Supervised	18	0	20	1	3
Asset Size (Millions)	19	$111.5	$153.5	$143.0	$172.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	39	$29,650	$39,412	$37,740	$45,765
Bonus	23	1,121	4,485	3,500	5,375
Total Compensation	39	31,071	42,057	39,000	48,500
Age	39	37	44	44	50
Years with Present Bank	39	4	12	9	18
Years in Position	39	2	6	4	8
No. of Employees Supervised	38	1	10	4	7
Asset Size (Millions)	39	$110.0	$150.9	$135.0	$186.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	20	$32,750	$39,025	$38,774	$45,000
Bonus	12	816	3,318	3,500	4,224
Total Compensation	20	32,850	41,016	39,556	46,000
Age	20	35	43	43	48
Years with Present Bank	20	3	8	8	11
Years in Position	20	1	3	2	5
No. of Employees Supervised	20	27	70	83	100
Asset Size (Millions)	20	$130.0	$163.2	$155.0	$195.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	16	$21,800	$25,368	$23,500	$28,200
Bonus	10	982	2,005	2,075	2,704
Total Compensation	16	22,225	26,621	25,940	29,275
Age	16	33	41	42	43
Years with Present Bank	16	4	13	14	17
Years in Position	16	1	5	3	6
No. of Employees Supervised	16	12	15	16	18
Asset Size (Millions)	16	$120.0	$162.2	$161.5	$200.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	23	$14,010	$17,300	$18,000	$19,775
Bonus	11	661	1,282	1,164	1,500
Total Compensation	23	14,592	17,913	18,520	20,259
Age	23	32	40	39	47
Years with Present Bank	23	3	11	8	15
Years in Position	23	2	4	3	6
No. of Employees Supervised	23	5	6	5	7
Asset Size (Millions)	23	$112.0	$155.1	$135.0	$197.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	28	$26,000	$34,092	$30,000	$35,700
Bonus	17	1,360	4,316	2,000	4,750
Total Compensation	28	26,500	36,712	31,563	38,500
Age	28	35	48	51	58
Years with Present Bank	28	4	10	7	14
Years in Position	28	1	5	3	5
No. of Employees Supervised	27	1	12	2	4
Asset Size (Millions)	28	$120.0	$162.3	$152.5	$196.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	32	$15,900	$21,192	$20,100	$24,500
Bonus	12	900	1,966	2,040	2,490
Total Compensation	32	16,108	21,929	20,950	25,400
Age	32	34	43	41	49
Years with Present Bank	32	2	9	7	11
Years in Position	32	1	3	2	3
No. of Employees Supervised	31	0	1	1	1
Asset Size (Millions)	32	$110.0	$149.0	$133.5	$156.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	48	$16,200	$21,822	$19,525	$24,000
Bonus	23	494	1,732	1,750	2,335
Total Compensation	48	16,500	22,652	19,525	26,400
Age	48	27	35	33	41
Years with Present Bank	48	2	7	3	8
Years in Position	48	1	3	2	2
No. of Employees Supervised	47	2	7	4	8
Asset Size (Millions)	48	$114.0	$157.9	$144.5	$196.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	58	$33,250	$41,716	$42,000	$47,760
Bonus	30	1,685	4,636	3,063	5,633
Total Compensation	58	35,718	44,114	42,950	50,798
Age	58	35	44	42	50
Years with Present Bank	58	3	12	8	16
Years in Position	58	1	5	3	6
No. of Employees Supervised	57	7	20	13	25
Asset Size (Millions)	58	$115.0	$155.3	$142.0	$195.5
COMMERCIAL LOAN OFFICER					
Base Salary	70	$27,630	$32,080	$30,750	$35,000
Bonus	35	1,350	3,044	2,750	3,700
Total Compensation	70	28,200	33,602	32,800	36,980
Age	70	33	41	40	47
Years with Present Bank	70	3	10	6	15
Years in Position	69	2	5	3	8
No. of Employees Supervised	67	0	3	1	2
Asset Size (Millions)	70	$109.5	$147.9	$133.5	$174.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	46	$19,050	$22,101	$22,000	$24,400
Bonus	22	558	1,482	1,125	2,204
Total Compensation	46	19,750	22,810	22,671	25,315
Age	46	29	34	31	38
Years with Present Bank	46	3	7	5	8
Years in Position	46	1	2	2	3
No. of Employees Supervised	45	0	1	1	1
Asset Size (Millions)	46	$109.0	$149.0	$140.5	$174.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	9	$21,550	$28,911	$27,500	$31,800
Bonus	5	846	2,000	1,700	2,475
Total Compensation	9	22,396	30,022	29,250	33,480
Age	9	30	39	32	43
Years with Present Bank	9	4	13	6	17
Years in Position	9	1	4	3	5
No. of Employees Supervised	8	0	15	3	5
Asset Size (Millions)	9	$115.5	$162.7	$156.0	$191.0
EDP OFFICER-SR.					
Base Salary	24	$24,300	$28,454	$29,550	$31,000
Bonus	9	938	1,826	2,025	2,300
Total Compensation	24	26,500	29,139	29,700	32,200
Age	24	32	36	36	40
Years with Present Bank	24	2	6	4	8
Years in Position	24	1	3	2	4
No. of Employees Supervised	23	8	17	10	20
Asset Size (Millions)	24	$114.0	$164.6	$155.0	$198.0
FINANCIAL OFFICER-SR.					
Base Salary	56	$26,500	$32,148	$31,350	$35,000
Bonus	26	1,650	3,137	2,667	4,840
Total Compensation	56	27,000	33,604	33,159	38,000
Age	56	32	37	35	40
Years with Present Bank	56	2	9	7	12
Years in Position	56	1	4	3	5
No. of Employees Supervised	54	3	19	4	15
Asset Size (Millions)	56	$110.0	$148.1	$130.5	$167.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	43	$15,060	$19,079	$17,500	$19,900
Bonus	20	650	2,026	1,263	2,063
Total Compensation	43	15,475	20,022	18,000	20,450
Age	43	29	41	39	49
Years with Present Bank	43	2	7	4	8
Years in Position	43	1	3	2	4
No. of Employees Supervised	43	1	2	2	4
Asset Size (Millions)	43	$108.0	$150.7	$131.0	$183.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	59	$23,700	$28,491	$28,200	$33,150
Bonus	29	1,100	2,173	1,750	2,695
Total Compensation	59	24,300	29,559	29,500	34,175
Age	59	35	43	43	49
Years with Present Bank	59	4	11	9	14
Years in Position	59	1	4	3	5
No. of Employees Supervised	57	5	9	7	11
Asset Size (Millions)	59	$111.5	$152.0	$143.0	$183.5
INSTALMENT LOAN OFFICER					
Base Salary	75	$17,300	$21,366	$21,000	$24,575
Bonus	37	763	1,914	1,400	2,211
Total Compensation	75	18,000	22,310	21,300	26,000
Age	75	33	40	38	48
Years with Present Bank	75	3	9	6	13
Years in Position	75	2	5	3	8
No. of Employees Supervised	72	0	1	1	2
Asset Size (Millions)	75	$109.5	$149.1	$135.0	$180.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	56	$18,000	$22,534	$22,000	$26,340
Bonus	29	895	1,855	1,500	2,396
Total Compensation	56	18,500	23,495	22,896	27,438
Age	56	28	36	33	40
Years with Present Bank	56	2	8	4	9
Years in Position	56	1	3	2	4
No. of Employees Supervised	54	1	2	1	3
Asset Size (Millions)	56	$114.0	$153.5	$142.0	$187.0
INTERNATIONAL BANKING OFFICER-SR.					
Base Salary	6	$22,850	$28,400	$26,750	$28,750
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,855	28,735	26,750	28,750
Age	6	29	39	39	47
Years with Present Bank	6	1	8	3	6
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	2	20	5	6
Asset Size (Millions)	6	$108.0	$153.5	$135.0	$173.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	25	$19,250	$26,006	$23,300	$28,000
Bonus	12	598	2,226	1,750	2,250
Total Compensation	25	20,021	27,074	25,300	28,311
Age	24	30	39	35	47
Years with Present Bank	25	2	9	5	10
Years in Position	25	1	3	2	3
No. of Employees Supervised	22	0	4	1	3
Asset Size (Millions)	25	$117.0	$164.3	$150.0	$196.5
MARKETING DIRECTOR					
Base Salary	36	$18,000	$26,972	$24,000	$36,000
Bonus	17	1,038	2,419	1,800	2,833
Total Compensation	36	18,984	28,115	24,850	37,500
Age	36	30	37	36	44
Years with Present Bank	36	2	6	4	7
Years in Position	36	1	3	3	4
No. of Employees Supervised	34	1	4	2	3
Asset Size (Millions)	36	$108.0	$149.3	$138.0	$187.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	27	$26,998	$32,374	$31,500	$37,282
Bonus	12	1,250	3,328	2,925	4,000
Total Compensation	27	27,565	33,852	31,500	40,650
Age	27	33	43	42	52
Years with Present Bank	27	3	8	6	11
Years in Position	27	1	4	3	5
No. of Employees Supervised	25	2	5	5	6
Asset Size (Millions)	27	$115.0	$158.2	$150.0	$195.5
MORTGAGE LOAN OFFICER					
Base Salary	32	$21,000	$27,231	$26,250	$32,000
Bonus	13	1,075	3,764	1,916	2,870
Total Compensation	32	21,600	28,761	26,881	32,000
Age	32	34	43	43	50
Years with Present Bank	32	3	10	7	12
Years in Position	32	1	4	3	6
No. of Employees Supervised	32	0	1	1	1
Asset Size (Millions)	32	$108.0	$148.6	$133.5	$178.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	13	$16,750	$19,469	$19,500	$21,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	16,900	19,794	19,500	22,100
Age	13	26	35	34	40
Years with Present Bank	13	4	6	5	6
Years in Position	13	1	3	3	3
No. of Employees Supervised	13	0	2	1	1
Asset Size (Millions)	13	$119.5	$165.5	$153.0	$197.5
NEW ACCOUNTS OFFICER					
Base Salary	51	$13,342	$16,147	$15,000	$18,300
Bonus	25	508	1,556	940	1,491
Total Compensation	51	13,877	16,909	15,616	18,600
Age	51	33	45	46	54
Years with Present Bank	51	6	14	11	20
Years in Position	51	1	3	2	6
No. of Employees Supervised	48	3	6	4	8
Asset Size (Millions)	51	$116.5	$155.0	$146.0	$186.0
OFFICER TRAINEE-MASTER'S DEGREE					
Base Salary	5	$14,500	$17,600	$16,000	$16,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,500	18,241	16,618	17,084
Age	5	25	31	32	34
Years with Present Bank	5	1	2	1	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	2	0	0
Asset Size (Millions)	5	$107.0	$161.0	$178.0	$187.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	23	$11,150	$13,569	$13,200	$15,000
Bonus	10	444	771	650	967
Total Compensation	23	11,775	13,905	13,350	15,575
Age	23	23	27	25	26
Years with Present Bank	23	1	2	1	2
Years in Position	23	1	1	1	1
No. of Employees Supervised	21	0	1	0	0
Asset Size (Millions)	23	$113.5	$161.7	$150.0	$202.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	72	$27,750	$34,959	$33,000	$40,000
Bonus	37	1,556	3,159	3,500	4,113
Total Compensation	72	28,384	36,582	35,280	41,750
Age	72	36	41	39	44
Years with Present Bank	72	2	11	8	15
Years in Position	72	1	4	3	6
No. of Employees Supervised	69	32	60	52	74
Asset Size (Millions)	72	$110.0	$149.1	$133.5	$178.0
PERSONNEL OFFICER-SR.					
Base Salary	55	$18,120	$22,443	$22,500	$26,050
Bonus	25	900	1,898	1,410	2,375
Total Compensation	55	18,625	23,305	22,776	27,250
Age	55	33	42	38	51
Years with Present Bank	55	2	8	6	11
Years in Position	55	1	3	2	5
No. of Employees Supervised	52	1	8	2	3
Asset Size (Millions)	55	$111.5	$151.4	$143.0	$188.5
SECURITY OFFICER-SR.					
Base Salary	23	$19,250	$22,813	$23,300	$26,250
Bonus	10	236	1,244	865	2,025
Total Compensation	23	19,827	23,354	23,300	27,150
Age	23	40	47	46	54
Years with Present Bank	23	2	13	8	21
Years in Position	23	1	3	2	5
No. of Employees Supervised	20	0	10	4	7
Asset Size (Millions)	23	$109.0	$159.5	$146.0	$199.5
TRAINING DIRECTOR					
Base Salary	11	$12,180	$14,851	$14,520	$16,500
Bonus	5	523	999	1,000	1,226
Total Compensation	11	12,500	15,305	15,000	16,986
Age	11	31	42	42	50
Years with Present Bank	11	2	9	6	14
Years in Position	11	1	2	1	2
No. of Employees Supervised	10	0	0	0	1
Asset Size (Millions)	11	$119.5	$171.5	$156.0	$209.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	47	$29,400	$34,111	$34,000	$38,500
Bonus	23	1,476	3,453	2,500	3,819
Total Compensation	47	29,400	35,801	35,000	40,050
Age	47	39	47	46	55
Years with Present Bank	47	3	10	7	13
Years in Position	47	2	6	4	8
No. of Employees Supervised	45	3	6	5	8
Asset Size (Millions)	47	$111.5	$154.1	$141.0	$195.5
TRUST OPERATIONS MANAGER					
Base Salary	33	$14,897	$21,665	$20,000	$24,700
Bonus	15	583	2,134	1,100	1,708
Total Compensation	33	15,383	22,635	20,800	25,350
Age	33	32	43	42	52
Years with Present Bank	33	3	10	8	13
Years in Position	33	1	4	2	5
No. of Employees Supervised	31	1	4	4	5
Asset Size (Millions)	33	$111.5	$153.5	$141.0	$192.5

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $250 TO $499 MILLION

Of the 502 banks submitting data for the West-South Central region, 21 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	19	$93,750	$107,097	$101,000	$120,000
Bonus	8	5,500	21,964	12,500	24,000
Total Compensation	19	93,750	116,345	112,000	130,750
Age	19	41	53	54	62
Years with Present Bank	19	5	13	13	22
Years in Position	19	3	7	6	8
No. of Employees Supervised	19	200	261	257	309
Asset Size (Millions)	19	$262.0	$332.4	$324.0	$387.0
ADVERTISING OFFICER					
Base Salary	8	$15,600	$23,400	$20,100	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,600	24,050	20,100	25,000
Age	8	26	40	42	49
Years with Present Bank	8	1	8	5	9
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	3	2	5
Asset Size (Millions)	8	$303.0	$360.6	$383.5	$397.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	15	$30,600	$36,297	$34,500	$39,250
Bonus		INSUFFICIENT DATA			
Total Compensation	15	30,600	36,680	34,500	39,250
Age	15	33	42	41	46
Years with Present Bank	15	6	13	11	19
Years in Position	15	1	4	4	6
No. of Employees Supervised	15	2	6	3	6
Asset Size (Millions)	15	$262.0	$346.0	$373.0	$407.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	6	$32,425	$38,308	$37,250	$41,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	32,425	44,351	37,250	41,500
Age	6	35	42	40	42
Years with Present Bank	6	3	10	10	10
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	48	94	73	113
Asset Size (Millions)	6	$269.5	$320.5	$287.0	$347.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$17,300	$19,900	$19,500	$20,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,000	21,260	22,000	22,474
Age	5	40	49	49	52
Years with Present Bank	5	12	19	14	19
Years in Position	5	2	5	3	4
No. of Employees Supervised	5	5	6	6	7
Asset Size (Millions)	5	$269.5	$307.2	$297.0	$300.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	$26,750	$35,612	$36,124	$38,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	26,750	41,145	36,124	41,800
Age	8	33	47	52	56
Years with Present Bank	8	5	11	9	10
Years in Position	8	2	7	4	10
No. of Employees Supervised	8	1	7	2	8
Asset Size (Millions)	8	$297.0	$356.4	$375.0	$397.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	10	$15,700	$21,958	$20,550	$24,850
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,024	22,023	20,550	24,850
Age	10	33	49	55	59
Years with Present Bank	10	6	15	12	14
Years in Position	10	2	5	4	6
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	10	$262.0	$329.3	$308.5	$385.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	18	$17,750	$21,700	$21,400	$24,050
Bonus		INSUFFICIENT DATA			
Total Compensation	18	17,750	21,829	21,600	24,050
Age	18	27	35	31	40
Years with Present Bank	18	2	4	4	5
Years in Position	18	1	2	1	2
No. of Employees Supervised	18	4	7	7	8
Asset Size (Millions)	18	$262.0	$341.9	$339.0	$400.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$35,500	$43,054	$41,800	$46,000
Bonus	6	2,170	6,433	4,344	8,424
Total Compensation	20	35,500	44,984	42,300	48,500
Age	20	32	39	36	44
Years with Present Bank	20	3	10	7	11
Years in Position	20	1	2	2	2
No. of Employees Supervised	20	7	15	11	18
Asset Size (Millions)	20	$267.0	$341.0	$339.0	$397.0

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$28,600	$34,066	$33,901	$38,750
Bonus	6	2,010	3,336	3,575	3,825
Total Compensation	19	29,699	35,119	33,901	39,200
Age	19	40	47	50	53
Years with Present Bank	19	4	19	13	33
Years in Position	19	2	6	5	9
No. of Employees Supervised	18	0	2	1	3
Asset Size (Millions)	19	$269.5	$341.7	$338.0	$400.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$20,500	$23,639	$22,000	$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	21,000	24,380	22,150	26,000
Age	16	29	32	31	32
Years with Present Bank	16	3	5	4	7
Years in Position	16	1	1	1	1
No. of Employees Supervised	15	0	0	0	1
Asset Size (Millions)	16	$267.0	$349.8	$356.5	$403.0

CORRESPONDENT BANK OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$27,200	$32,783	$34,750	$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	16	27,200	34,155	36,068	40,000
Age	16	36	43	39	53
Years with Present Bank	16	4	11	9	13
Years in Position	16	1	3	3	4
No. of Employees Supervised	15	1	3	2	4
Asset Size (Millions)	16	$267.0	$342.1	$332.0	$397.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	13	$31,100	$34,792	$32,000	$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	13	31,350	35,645	33,500	36,920
Age	13	36	41	40	45
Years with Present Bank	13	3	10	11	12
Years in Position	13	1	3	2	4
No. of Employees Supervised	13	17	42	30	44
Asset Size (Millions)	13	$262.0	$339.2	$340.0	$395.5
FINANCIAL OFFICER-SR.					
Base Salary	20	$31,000	$37,749	$35,250	$41,250
Bonus	6	1,620	8,714	3,160	9,058
Total Compensation	20	32,240	40,363	36,600	47,500
Age	20	32	40	38	49
Years with Present Bank	20	3	8	5	10
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	5	9	7	10
Asset Size (Millions)	20	$267.0	$341.0	$339.0	$397.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	12	$15,000	$17,949	$16,650	$18,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	18,269	16,650	18,000
Age	12	26	38	34	48
Years with Present Bank	12	1	5	3	6
Years in Position	12	0	1	1	2
No. of Employees Supervised	12	3	5	5	7
Asset Size (Millions)	12	$257.0	$330.9	$331.0	$377.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	17	$27,750	$29,997	$29,650	$32,000
Bonus		INSUFFICIENT DATA			
Total Compensation	17	27,750	30,711	31,400	32,120
Age	17	35	44	42	50
Years with Present Bank	17	4	11	9	14
Years in Position	17	1	4	1	5
No. of Employees Supervised	17	10	20	17	24
Asset Size (Millions)	17	$269.5	$343.3	$340.0	$395.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	19	$18,500	$21,807	$21,000	$24,153
Bonus		INSUFFICIENT DATA			
Total Compensation	19	18,500	22,132	21,000	24,621
Age	19	30	39	36	47
Years with Present Bank	19	2	10	8	14
Years in Position	19	2	5	2	5
No. of Employees Supervised	19	0	3	1	3
Asset Size (Millions)	19	$269.5	$340.6	$338.0	$400.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	18	$21,800	$26,850	$28,100	$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	18	21,850	27,142	28,300	30,275
Age	18	29	38	38	46
Years with Present Bank	18	3	8	5	9
Years in Position	18	2	5	4	7
No. of Employees Supervised	18	2	4	4	5
Asset Size (Millions)	18	$262.0	$332.9	$313.5	$395.5
LOAN REVIEW OFFICER					
Base Salary	10	$18,250	$24,370	$23,150	$29,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,250	24,370	23,150	29,000
Age	10	28	38	33	42
Years with Present Bank	10	1	10	2	10
Years in Position	10	1	2	2	2
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	10	$264.5	$330.2	$335.0	$385.5
MARKETING DIRECTOR					
Base Salary	15	$23,550	$30,987	$32,000	$36,100
Bonus	5	1,980	3,686	3,620	4,234
Total Compensation	15	24,554	32,215	33,500	37,000
Age	15	30	36	35	38
Years with Present Bank	15	3	7	5	11
Years in Position	15	2	3	3	4
No. of Employees Supervised	15	3	9	4	5
Asset Size (Millions)	15	$272.0	$353.0	$373.0	$404.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

MORTGAGE LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$29,500	$41,278	$46,188	$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	29,500	42,848	46,188	51,000
Age	10	35	43	43	50
Years with Present Bank	10	1	8	3	9
Years in Position	10	1	2	3	3
No. of Employees Supervised	9	5	11	7	10
Asset Size (Millions)	10	$256.0	$316.0	$284.5	$355.5

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$25,250	$29,411	$30,900	$31,700
Bonus		INSUFFICIENT DATA			
Total Compensation	9	25,250	29,749	30,900	31,700
Age	9	33	39	35	42
Years with Present Bank	9	3	9	8	11
Years in Position	9	2	5	3	6
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	9	$302.5	$359.6	$373.0	$398.5

MORTGAGE LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$14,520	$21,223	$22,250	$23,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,520	21,223	22,250	23,000
Age	6	31	34	34	36
Years with Present Bank	6	2	5	5	6
Years in Position	6	2	2	2	2
No. of Employees Supervised	6	0	0	0	1
Asset Size (Millions)	6	$282.0	$364.3	$383.5	$398.5

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$12,153	$15,395	$14,000	$16,116
Bonus		INSUFFICIENT DATA			
Total Compensation	13	12,498	15,531	14,000	16,428
Age	13	28	40	36	47
Years with Present Bank	13	4	12	8	11
Years in Position	13	1	3	1	2
No. of Employees Supervised	13	3	5	4	7
Asset Size (Millions)	13	$272.0	$352.5	$373.0	$395.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$11,883	$13,363	$13,230	$14,750
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,883	13,544	13,489	14,750
Age	10	23	24	24	25
Years with Present Bank	10	1	1	1	1
Years in Position	10	1	1	1	1
No. of Employees Supervised	10	0	0	0	0
Asset Size (Millions)	10	$287.0	$350.4	$355.5	$398.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	17	$33,750	$40,126	$42,000	$44,100
Bonus	5	2,800	4,730	4,848	5,424
Total Compensation	17	36,750	41,518	42,000	44,100
Age	17	35	43	43	50
Years with Present Bank	17	8	17	13	18
Years in Position	17	2	6	4	10
No. of Employees Supervised	17	58	96	99	134
Asset Size (Millions)	17	$269.5	$339.4	$338.0	$398.5

PERSONNEL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	21	$24,000	$29,328	$28,500	$33,250
Bonus	7	975	2,760	2,150	3,589
Total Compensation	21	25,415	30,248	28,848	34,450
Age	21	37	45	42	52
Years with Present Bank	21	4	14	12	21
Years in Position	21	2	5	3	6
No. of Employees Supervised	21	3	8	3	5
Asset Size (Millions)	21	$269.5	$339.2	$338.0	$395.5

SECURITY OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$15,000	$21,219	$19,100	$20,350
Bonus		INSUFFICIENT DATA			
Total Compensation	12	15,000	21,411	19,100	21,350
Age	12	36	45	46	48
Years with Present Bank	12	2	11	6	11
Years in Position	12	0	4	2	5
No. of Employees Supervised	12	0	15	8	16
Asset Size (Millions)	12	$272.0	$353.6	$356.5	$403.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRAINING DIRECTOR					
Base Salary	6	$12,850	$15,567	$14,850	$16,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,850	15,567	14,850	16,150
Age	6	27	32	31	32
Years with Present Bank	6	1	5	4	5
Years in Position	6	0	1	1	2
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	$324.5	$387.2	$404.5	$412.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	19	$34,500	$41,979	$42,105	$47,100
Bonus	6	3,633	6,385	4,640	6,546
Total Compensation	19	36,750	43,996	45,044	47,158
Age	19	40	45	43	49
Years with Present Bank	19	3	9	8	13
Years in Position	19	2	4	4	5
No. of Employees Supervised	19	12	18	17	23
Asset Size (Millions)	19	$272.0	$347.2	$340.0	$400.0
TRUST OPERATIONS MANAGER					
Base Salary	17	$17,250	$22,835	$24,500	$26,450
Bonus		INSUFFICIENT DATA			
Total Compensation	17	17,250	23,071	24,500	26,450
Age	17	30	36	35	40
Years with Present Bank	17	3	7	5	8
Years in Position	17	1	3	2	3
No. of Employees Supervised	17	6	9	9	11
Asset Size (Millions)	17	$300.0	$356.9	$373.0	$400.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $500 TO $999 MILLION

Of the 502 banks submitting data for the West-South Central region, ten banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	10	$117,100	$132,270	$126,751	$135,000
Bonus	6	6,457	17,777	14,750	25,375
Total Compensation	10	126,351	142,937	144,417	152,875
Age	9	49	54	54	56
Years with Present Bank	10	4	16	13	25
Years in Position	10	2	9	8	13
No. of Employees Supervised	9	120	427	554	620
Asset Size (Millions)	10	$541.0	$633.9	$623.5	$658.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	9	$41,050	$46,867	$45,000	$49,000
Bonus	8	2,125	10,058	4,588	8,175
Total Compensation	9	42,170	55,807	51,175	54,688
Age	9	38	45	48	49
Years with Present Bank	8	8	15	11	22
Years in Position	9	2	6	6	9
No. of Employees Supervised	9	5	14	15	18
Asset Size (Millions)	9	$572.5	$645.9	$646.0	$658.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	5	$32,700	$37,621	$40,000	$40,502
Bonus		INSUFFICIENT DATA			
Total Compensation	5	37,850	40,197	40,000	40,502
Age	5	41	46	46	46
Years with Present Bank	5	8	13	10	11
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	8	102	125	153
Asset Size (Millions)	5	$541.0	$604.4	$589.0	$595.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	$29,115	$41,890	$37,500	$41,000
Bonus	5	1,927	7,166	3,675	7,238
Total Compensation	8	29,115	46,368	38,292	43,270
Age	8	37	46	44	52
Years with Present Bank	8	6	14	9	23
Years in Position	7	3	9	6	8
No. of Employees Supervised	8	3	9	5	10
Asset Size (Millions)	8	$526.0	$625.0	$623.5	$650.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	9	$25,250	$31,399	$31,700	$33,500
Bonus	6	756	3,263	2,307	5,740
Total Compensation	9	25,500	33,574	34,230	36,769
Age	9	30	39	37	40
Years with Present Bank	9	3	7	3	10
Years in Position	9	1	3	2	4
No. of Employees Supervised	9	10	15	13	17
Asset Size (Millions)	9	$572.5	$645.9	$646.0	$658.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	$40,800	$55,528	$50,000	$63,500
Bonus	6	2,862	7,562	7,375	10,325
Total Compensation	9	40,800	60,569	62,500	70,987
Age	9	40	45	43	45
Years with Present Bank	9	5	15	12	19
Years in Position	9	3	4	4	5
No. of Employees Supervised	9	12	37	22	30
Asset Size (Millions)	9	$572.5	$645.9	$646.0	$658.5
COMMERCIAL LOAN OFFICER					
Base Salary	9	$34,500	$39,218	$36,258	$41,600
Bonus	5	1,427	4,890	3,296	5,548
Total Compensation	9	34,500	41,934	37,354	45,248
Age	9	37	44	39	48
Years with Present Bank	9	3	16	15	25
Years in Position	9	2	4	5	6
No. of Employees Supervised	9	0	3	0	1
Asset Size (Millions)	9	$541.0	$632.6	$601.0	$658.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	$18,810	$22,543	$21,500	$24,000
Bonus	5	805	2,811	1,545	1,973
Total Compensation	9	19,450	24,104	22,609	24,000
Age	9	26	29	28	30
Years with Present Bank	9	3	4	4	5
Years in Position	9	1	2	2	2
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$541.0	$632.6	$601.0	$658.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CORRESPONDENT BANK OFFICER-SR.					
Base Salary	10	$28,500	$35,722	$36,250	$38,160
Bonus	7	1,217	3,769	2,000	5,163
Total Compensation	10	29,217	38,360	37,160	40,725
Age	10	35	38	37	41
Years with Present Bank	10	3	10	9	11
Years in Position	10	1	3	3	6
No. of Employees Supervised	10	2	5	5	5
Asset Size (Millions)	10	$541.0	$633.9	$623.5	$658.5
EDP OFFICER-SR.					
Base Salary	8	$32,000	$37,531	$38,930	$42,300
Bonus		INSUFFICIENT DATA			
Total Compensation	8	34,080	39,537	40,834	45,684
Age	8	35	42	41	42
Years with Present Bank	8	1	7	3	8
Years in Position	8	1	2	3	3
No. of Employees Supervised	8	9	40	35	58
Asset Size (Millions)	8	$556.0	$648.6	$623.5	$667.0
FINANCIAL OFFICER-SR.					
Base Salary	10	$34,200	$48,040	$49,502	$55,000
Bonus	8	2,625	4,635	3,883	5,100
Total Compensation	10	37,281	51,748	52,408	61,488
Age	10	33	41	43	47
Years with Present Bank	10	3	11	10	11
Years in Position	10	2	4	5	6
No. of Employees Supervised	10	6	18	13	22
Asset Size (Millions)	10	$541.0	$633.9	$623.5	$658.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	6	$17,700	$20,134	$19,551	$20,801
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,051	21,790	21,419	23,363
Age	6	33	42	40	48
Years with Present Bank	6	4	11	9	11
Years in Position	6	0	3	4	5
No. of Employees Supervised	6	8	12	11	13
Asset Size (Millions)	6	$541.0	$646.0	$595.0	$675.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	7	$33,750	$42,169	$39,000	$44,500
Bonus	5	1,983	5,313	5,500	5,675
Total Compensation	7	34,750	45,964	44,000	50,550
Age	7	41	48	47	54
Years with Present Bank	7	2	12	12	12
Years in Position	7	1	5	3	7
No. of Employees Supervised	7	11	41	31	56
Asset Size (Millions)	7	$528.0	$631.0	$601.0	$658.5
INSTALMENT LOAN OFFICER					
Base Salary	9	$19,620	$22,672	$21,800	$23,750
Bonus	5	853	3,174	1,651	2,708
Total Compensation	9	19,803	24,435	22,291	24,603
Age	9	33	44	48	51
Years with Present Bank	9	6	18	14	27
Years in Position	9	3	6	4	6
No. of Employees Supervised	9	0	8	1	8
Asset Size (Millions)	9	$541.0	$632.6	$601.0	$658.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	8	$30,500	$35,156	$34,434	$35,000
Bonus	6	1,325	3,443	2,629	4,420
Total Compensation	8	33,650	37.738	36,500	40,250
Age	8	34	42	41	46
Years with Present Bank	8	1	12	8	13
Years in Position	8	1	4	4	6
No. of Employees Supervised	8	4	9	8	12
Asset Size (Millions)	8	$526.0	$633.9	$617.5	$650.0
LOAN REVIEW OFFICER					
Base Salary	8	$23,760	$34,297	$32,875	$38,004
Bonus	6	1,643	3,257	1,979	3,138
Total Compensation	8	25,660	36,740	34,546	38,004
Age	8	33	40	40	42
Years with Present Bank	8	2	9	7	13
Years in Position	8	2	2	2	2
No. of Employees Supervised	8	2	15	5	30
Asset Size (Millions)	8	$526.0	$639.5	$623.5	$650.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	7	$29,500	$44,500	$43,002	$50,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	30,362	48,664	45,425	52,000
Age	7	35	48	46	56
Years with Present Bank	7	1	7	9	11
Years in Position	7	1	4	3	6
No. of Employees Supervised	7	8	12	11	14
Asset Size (Millions)	7	$541.0	$646.6	$601.0	$700.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	7	$32,700	$44,915	$42,000	$48,501
Bonus		INSUFFICIENT DATA			
Total Compensation	7	34,680	48,948	46,875	51,001
Age	7	35	46	45	51
Years with Present Bank	7	3	10	7	11
Years in Position	7	2	5	3	7
No. of Employees Supervised	7	2	10	8	14
Asset Size (Millions)	7	$513.0	$619.7	$589.0	$656.5
MORTGAGE LOAN OFFICER					
Base Salary	6	$31,500	$33,952	$33,156	$34,925
Bonus		INSUFFICIENT DATA			
Total Compensation	6	33,156	36,477	36,575	38,450
Age	6	30	36	34	39
Years with Present Bank	6	2	7	7	7
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	0	7	4	10
Asset Size (Millions)	6	$528.0	$635.3	$617.5	$656.5
MORTGAGE LOAN OFFICER-JR.					
Base Salary	5	$18,625	$22,390	$20,700	$22,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,169	24,042	24,000	24,938
Age	5	30	37	33	33
Years with Present Bank	5	2	4	3	6
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	5	1	4
Asset Size (Millions)	5	$528.0	$633.2	$589.0	$628.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

NEW ACCOUNTS OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$16,000	$17,812	$17,150	$19,513
Bonus	6	584	1,748	1,334	2,028
Total Compensation	9	16,909	18,977	19,512	20,888
Age	9	34	42	38	47
Years with Present Bank	9	3	11	12	13
Years in Position	9	2	3	3	4
No. of Employees Supervised	9	4	10	6	13
Asset Size (Millions)	9	$572.5	$645.9	$646.0	$658.5

OFFICER TRAINEE-BACHELOR'S DEGREE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$12,000	$13,700	$14,350	$14,502
Bonus		INSUFFICIENT DATA			
Total Compensation	8	13,800	14,294	14,376	14,600
Age	8	23	25	25	25
Years with Present Bank	8	0	1	1	1
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	$526.0	$617.9	$595.0	$650.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$44,563	$49,931	$50,050	$52,540
Bonus	8	2,083	6,276	5,506	7,875
Total Compensation	10	46,328	54,951	53,931	58,525
Age	10	41	47	45	51
Years with Present Bank	10	3	15	12	24
Years in Position	10	1	4	3	6
No. of Employees Supervised	10	81	146	141	208
Asset Size (Millions)	10	$541.0	$633.9	$623.5	$658.5

PERSONNEL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$30,000	$35,465	$35,144	$39,500
Bonus	7	1,278	3,299	2,112	4,650
Total Compensation	10	31,507	37,774	38,000	40,813
Age	10	41	46	46	48
Years with Present Bank	10	2	13	10	21
Years in Position	10	2	6	4	8
No. of Employees Supervised	10	6	8	8	9
Asset Size (Millions)	10	$541.0	$633.9	$623.5	$658.5

GEOGRAPHIC REGION: 7
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	8	$19,560	$24,378	$24,612	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	19,560	26,107	24,612	26,329
Age	8	40	49	50	54
Years with Present Bank	8	5	10	11	12
Years in Position	8	2	6	6	8
No. of Employees Supervised	8	0	15	12	15
Asset Size (Millions)	8	$526.0	$617.9	$595.0	$650.0
TRAINING DIRECTOR					
Base Salary	6	$17,871	$22,840	$21,000	$25,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,121	24,061	24,413	28,775
Age	6	28	39	40	43
Years with Present Bank	6	2	7	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	0	3	2	5
Asset Size (Millions)	6	$513.0	$570.3	$572.5	$595.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	9	$44,017	$53,526	$56,000	$59,750
Bonus	6	2,908	6,744	5,950	9,825
Total Compensation	9	47,117	58,022	60,500	62,929
Age	9	50	55	55	59
Years with Present Bank	9	9	15	13	21
Years in Position	9	4	9	9	11
No. of Employees Supervised	9	13	22	19	24
Asset Size (Millions)	9	$541.0	$621.0	$601.0	$648.0
TRUST OPERATIONS MANAGER					
Base Salary	9	$20,500	$26,082	$24,480	$27,502
Bonus	5	925	2,877	1,000	2,769
Total Compensation	9	21,425	27,680	25,000	30,896
Age	9	33	41	39	44
Years with Present Bank	9	3	12	8	15
Years in Position	9	2	4	3	5
No. of Employees Supervised	9	5	7	7	8
Asset Size (Millions)	9	$541.0	$621.0	$601.0	$648.0

GEOGRAPHIC REGION VII: WEST-SOUTH CENTRAL

ASSET SIZE: $1 BILLION AND OVER

Of the 502 banks submitting data for the West-South Central region, six banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Branch Administration Officer-Sr.
Branch Manager-Large (31+)
Branch Manager-Medium (10-30)
Branch Manager-Small (-10)
Business Development Officer-Sr.
Business Development Officer
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
Instalment Loan Collection Manager
International Banking Officer-Sr.
Loan Review Officer
Mortgage Loan Department Manager
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Training Director
Trust Operations Manager

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$95,000	$179,167	$155,000	$195,000
Bonus	5	32,500	70,789	68,945	69,473
Total Compensation	6	112,500	238,158	204,473	264,473
Age	6	36	43	41	45
Years with Present Bank	6	5	9	6	10
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	296	1,470	913	1,250
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	5	$49,750	$81,900	$55,000	$57,500
Bonus	5	6,250	19,104	11,565	14,009
Total Compensation	5	57,783	101,004	68,000	69,727
Age	5	36	45	44	47
Years with Present Bank	5	9	16	18	19
Years in Position	5	1	20	6	15
No. of Employees Supervised	5	21	40	36	45
Asset Size (Millions)	5	$1,703.5	$2,776.0	$2,273.0	$2,636.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	$29,864	$38,166	$37,500	$40,050
Bonus		INSUFFICIENT DATA			
Total Compensation	5	31,114	40,016	37,500	42,300
Age	5	26	32	32	33
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	26	41	32	46
Asset Size (Millions)	5	$1,703.5	$2,776.0	$2,273.0	$2,636.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	6	$49,500	$83,533	$66,100	$71,100
Bonus	5	14,318	25,618	18,000	22,227
Total Compensation	6	56,318	104,881	87,600	90,727
Age	6	31	38	39	42
Years with Present Bank	6	2	6	4	5
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	28	428	73	139
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$35,125	$38,850	$38,000	$39,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,125	42,358	47,000	47,120
Age	5	28	31	32	32
Years with Present Bank	5	1	3	3	4
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	1	3	1	3
Asset Size (Millions)	5	$1,703.5	$15,686.6	$2,273.0	$2,636.5

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$18,500	$24,382	$25,910	$26,205
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,750	26,193	25,910	26,205
Age	5	27	28	27	27
Years with Present Bank	5	1	2	2	2
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$1,703.5	$15,686.6	$2,273.0	$2,636.5

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$36,000	$52,900	$57,500	$58,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	42,000	62,507	65,500	70,268
Age	5	30	37	39	40
Years with Present Bank	5	4	8	6	9
Years in Position	5	2	5	6	6
No. of Employees Supervised	5	12	59	60	82
Asset Size (Millions)	5	$2,224.0	$16,480.2	$3,000.0	$4,100.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$31,250	$41,033	$40,100	$46,000
Bonus	5	2,500	4,725	5,000	5,500
Total Compensation	6	32,350	44,971	45,000	52,313
Age	6	38	47	46	53
Years with Present Bank	6	1	8	4	9
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	9	30	23	43
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0

GEOGRAPHIC REGION: 7
ASSET SIZE: $1 BILLION AND OVER

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$19,575	$23,530	$22,000	$24,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,575	25,491	22,000	27,500
Age	5	34	35	34	35
Years with Present Bank	5	2	4	3	4
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$1,703.5	$15,686.6	$2,273.0	$2,636.5

INTERNAL AUDITING OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$20,600	$36,880	$45,000	$46,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,800	41,944	53,595	54,561
Age	5	30	37	36	39
Years with Present Bank	5	2	4	2	3
Years in Position	5	1	3	2	2
No. of Employees Supervised	5	2	14	8	11
Asset Size (Millions)	5	$1,752.5	$16,291.6	$3,000.0	$4,100.0

MARKETING DIRECTOR

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	5	$44,750	$57,600	$60,000	$61,750
Bonus	5	4,500	7,553	7,500	8,750
Total Compensation	5	52,500	65,153	64,765	67,883
Age	5	35	38	38	39
Years with Present Bank	5	5	7	6	8
Years in Position	5	1	3	3	4
No. of Employees Supervised	5	10	12	13	14
Asset Size (Millions)	5	$1,703.5	$2,776.0	$2,273.0	$2,636.5

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$47,000	$57,167	$52,500	$60,500
Bonus	5	7,500	12,566	10,000	13,316
Total Compensation	6	51,000	67,639	64,816	73,316
Age	6	38	42	40	42
Years with Present Bank	6	3	7	5	6
Years in Position	6	1	4	4	5
No. of Employees Supervised	6	153	317	259	387
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0

GEOGRAPHIC REGION: [illegible]
ASSET SIZE: $1 BILL[illegible]

	[illegible]	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	6	$28,500	$44,500	$43,000	$52,500
Bonus	5	5,000	8,295	7,500	8,618
Total Compensation	6	31,500	51,413	49,868	58,750
Age	6	31	38	37	42
Years with Present Bank	6	2	5	4	6
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	9	37	24	35
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0
SECURITY OFFICER-SR.					
Base Salary	6	$20,044	$29,498	$28,300	$33,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,794	30,378	30,189	35,039
Age	6	44	53	53	58
Years with Present Bank	6	2	8	4	5
Years in Position	6	2	5	4	5
No. of Employees Supervised	6	3	21	23	25
Asset Size (Millions)	6	$1,703.5	$13,938.8	$2,636.5	$4,100.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$60,000	$83,000	$85,000	$85,000
Bonus	5	8,000	14,700	12,500	13,750
Total Compensation	5	69,250	97,700	95,000	97,500
Age	5	43	49	50	52
Years with Present Bank	5	2	11	11	13
Years in Position	5	1	6	6	9
No. of Employees Supervised	5	73	128	117	144
Asset Size (Millions)	5	$1,703.5	$2,776.0	$2,273.0	$2,636.5

Cash Compensation Data

Region VIII: Mountain

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: LESS THAN $10 MILLION

Of the 251 banks submitting data for the Mountain region, 33 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	31	$25,440	$32,056	$31,000	$37,050
Bonus	18	2,000	5,973	3,297	4,500
Total Compensation	31	28,321	35,524	35,000	39,947
Age	31	36	44	42	52
Years with Present Bank	31	2	8	4	7
Years in Position	31	1	5	3	5
No. of Employees Supervised	31	7	10	10	14
Asset Size (Millions)	31	$6.0	$6.7	$7.0	$8.0

SECOND RANKING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	27	$20,000	$22,670	$24,000	$25,500
Bonus	13	1,000	4,628	2,200	4,071
Total Compensation	27	22,150	24,898	25,000	27,500
Age	27	30	39	40	46
Years with Present Bank	27	1	5	3	7
Years in Position	27	1	4	2	4
No. of Employees Supervised	27	3	9	9	13
Asset Size (Millions)	27	$6.0	$6.9	$7.0	$8.0

INSTALMENT LOAN OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$15,000	$18,713	$20,000	$20,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	15,000	19,068	20,350	21,000
Age	8	31	40	39	46
Years with Present Bank	8	1	2	2	2
Years in Position	8	1	1	2	2
No. of Employees Supervised	8	1	2	2	3
Asset Size (Millions)	8	$3.0	$5.8	$6.0	$7.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$13,800	$16,294	$16,850	$18,000
Bonus	7	325	929	851	1,250
Total Compensation	16	13,800	16,700	16,925	18,400
Age	16	30	38	37	44
Years with Present Bank	16	2	6	3	6
Years in Position	16	1	3	2	4
No. of Employees Supervised	15	5	9	7	12
Asset Size (Millions)	16	$7.0	$7.3	$7.5	$8.0

GEOGRAPHIC REGION: 8
ASSET SIZE: LESS THAN $10 MILLION

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$10,390	$12,387	$12,000	$13,900
Bonus	5	138	1,708	881	916
Total Compensation	9	10,928	13,336	12,281	13,975
Age	9	27	37	34	39
Years with Present Bank	9	2	4	3	5
Years in Position	9	0	2	1	2
No. of Employees Supervised	9	2	4	5	5
Asset Size (Millions)	9	$6.5	$7.3	$7.0	$8.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $10 TO $19 MILLION

Of the 251 banks submitting data for the Mountain region, 57 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Instalment Loan Collector
Internal Auditing Officer
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	57	$33,000	$38,529	$39,360	$43,300
Bonus	42	2,500	8,455	5,689	8,500
Total Compensation	57	36,500	44,759	42,600	46,873
Age	57	38	45	42	52
Years with Present Bank	57	3	10	6	14
Years in Position	57	2	6	4	7
No. of Employees Supervised	57	14	19	19	24
Asset Size (Millions)	57	$12.0	$14.3	$13.0	$17.0
SECOND RANKING OFFICER					
Base Salary	48	$23,366	$27,239	$27,550	$30,000
Bonus	34	1,500	4,760	2,675	5,500
Total Compensation	48	25,500	30,610	29,900	33,555
Age	47	33	40	39	45
Years with Present Bank	48	3	8	5	9
Years in Position	48	2	4	3	5
No. of Employees Supervised	48	4	11	10	18
Asset Size (Millions)	48	$12.0	$14.0	$13.0	$16.0
AGRICULTURAL LOAN OFFICER					
Base Salary	6	$18,900	$20,725	$20,524	$21,774
Bonus	5	1,625	4,710	5,000	5,150
Total Compensation	6	22,174	24,650	24,375	24,875
Age	6	30	44	44	56
Years with Present Bank	6	5	9	9	12
Years in Position	6	3	7	6	9
No. of Employees Supervised	6	1	3	2	4
Asset Size (Millions)	6	$11.0	$13.0	$12.5	$13.5
BRANCH MANAGER					
Base Salary	6	$15,950	$23,917	$22,500	$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,000	26,000	26,500	29,200
Age	6	32	46	44	56
Years with Present Bank	6	1	7	3	5
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	4	7	6	7
Asset Size (Millions)	6	$12.0	$13.8	$12.5	$15.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	6	$14,100	$18,889	$20,016	$21,970
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,225	20,455	20,596	24,550
Age	6	38	50	52	56
Years with Present Bank	6	2	4	4	5
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	0	2	1	2
Asset Size (Millions)	6	$16.0	$17.3	$17.5	$18.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	15	$21,200	$26,969	$26,904	$30,500
Bonus	9	1,350	2,416	2,295	2,480
Total Compensation	15	21,513	28,418	29,000	31,648
Age	15	33	41	39	44
Years with Present Bank	15	1	4	3	7
Years in Position	15	1	3	2	3
No. of Employees Supervised	15	2	6	5	6
Asset Size (Millions)	15	$13.0	$15.4	$16.0	$18.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	5	$14,364	$19,186	$19,200	$21,600
Bonus		INSUFFICIENT DATA			
Total Compensation	5	14,539	19,656	19,200	21,600
Age	6	29	34	32	34
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	$11.5	$13.5	$12.5	$14.5
CONTROLLER					
Base Salary	8	$19,400	$24,018	$21,860	$26,871
Bonus	5	1,272	3,861	1,760	2,630
Total Compensation	8	19,400	26,431	22,740	28,215
Age	8	31	37	35	38
Years with Present Bank	8	1	6	6	8
Years in Position	8	1	3	3	4
No. of Employees Supervised	8	9	12	14	15
Asset Size (Millions)	8	$14.0	$16.1	$17.0	$18.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	14	$15,800	$18,690	$17,417	$20,870
Bonus	9	1,243	2,073	1,700	2,169
Total Compensation	14	18,000	20,023	19,800	21,245
Age	14	31	38	36	43
Years with Present Bank	14	2	6	4	6
Years in Position	14	1	3	3	4
No. of Employees Supervised	14	0	4	3	5
Asset Size (Millions)	14	$12.5	$15.2	$15.5	$17.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	20	$16,200	$18,105	$17,550	$19,200
Bonus	15	669	1,474	1,157	2,000
Total Compensation	20	16,700	19,210	19,075	20,800
Age	19	29	32	31	35
Years with Present Bank	20	2	4	4	6
Years in Position	20	1	3	2	3
No. of Employees Supervised	19	1	3	2	4
Asset Size (Millions)	20	$13.0	$14.9	$14.0	$17.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	19	$12,250	$14,607	$14,500	$15,924
Bonus	8	400	927	843	1,157
Total Compensation	19	12,379	14,997	14,914	16,090
Age	19	28	35	32	37
Years with Present Bank	19	3	5	5	6
Years in Position	19	1	2	2	3
No. of Employees Supervised	19	0	2	1	2
Asset Size (Millions)	19	$12.0	$14.3	$13.0	$17.5
MORTGAGE LOAN OFFICER					
Base Salary	7	$14,100	$20,537	$22,000	$24,360
Bonus	6	1,197	2,251	1,638	2,157
Total Compensation	7	14,750	22,467	25,675	26,907
Age	7	27	34	35	37
Years with Present Bank	7	1	3	2	5
Years in Position	7	1	1	1	2
No. of Employees Supervised	6	0	1	2	2
Asset Size (Millions)	7	$12.0	$14.4	$13.0	$16.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE					
Base Salary	8	$9,744	$11,753	$12,000	$12,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,400	12,039	12,500	12,600
Age	8	24	29	25	30
Years with Present Bank	8	1	3	3	3
Years in Position	8	1	2	1	2
No. of Employees Supervised	8	0	3	0	1
Asset Size (Millions)	8	$12.0	$13.3	$12.0	$13.0
OPERATIONS OFFICER-SR.					
Base Salary	40	$15,300	$18,605	$19,100	$20,400
Bonus	24	850	1,891	1,305	2,000
Total Compensation	40	16,000	19,739	19,800	21,666
Age	39	30	38	35	44
Years with Present Bank	40	2	6	4	8
Years in Position	40	1	3	3	4
No. of Employees Supervised	39	6	12	11	17
Asset Size (Millions)	40	$12.0	$14.3	$13.0	$17.0
OPERATIONS OFFICER-JR.					
Base Salary	24	$12,000	$13,578	$13,350	$15,000
Bonus	10	400	981	953	1,294
Total Compensation	24	12,500	13,987	13,825	15,500
Age	24	29	35	33	40
Years with Present Bank	24	2	5	4	7
Years in Position	24	1	2	2	2
No. of Employees Supervised	23	5	8	6	11
Asset Size (Millions)	24	$13.0	$14.9	$15.0	$17.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $20 TO $29 MILLION

Of the 251 banks submitting data for the Mountain region, 35 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Business Development Officer
Instalment Loan Collector
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 8
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	35	$40,160	$46,792	$44,000	$47,500
Bonus	22	3,800	7,354	7,250	9,125
Total Compensation	35	42,800	51,415	47,000	56,665
Age	33	44	51	51	58
Years with Present Bank	35	4	15	11	20
Years in Position	35	4	10	8	14
No. of Employees Supervised	34	24	31	31	39
Asset Size (Millions)	35	$21.0	$24.0	$24.0	$27.0
SECOND RANKING OFFICER					
Base Salary	30	$27,600	$31,066	$31,400	$34,000
Bonus	19	1,793	3,374	3,200	4,750
Total Compensation	30	29,593	33,203	32,800	34,900
Age	29	38	44	43	51
Years with Present Bank	30	3	10	8	13
Years in Position	30	2	5	3	6
No. of Employees Supervised	30	9	22	21	32
Asset Size (Millions)	30	$21.5	$24.4	$25.0	$27.0
AGRICULTURAL LOAN OFFICER					
Base Salary	7	$16,150	$21,343	$22,000	$24,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,365	22,354	23,000	25,075
Age	7	30	35	32	40
Years with Present Bank	7	3	6	5	9
Years in Position	7	2	5	5	8
No. of Employees Supervised	6	1	1	1	2
Asset Size (Millions)	7	$24.0	$26.0	$27.0	$27.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	20	$22,700	$26,073	$27,000	$28,500
Bonus	13	826	2,474	2,300	2,750
Total Compensation	20	24,856	27,681	28,024	29,900
Age	19	34	39	35	42
Years with Present Bank	20	2	6	6	9
Years in Position	20	2	4	2	4
No. of Employees Supervised	20	4	7	6	8
Asset Size (Millions)	20	$22.0	$24.8	$25.5	$27.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	16	$20,500	$22,634	$23,716	$24,000
Bonus	11	925	2,194	2,017	3,004
Total Compensation	16	21,150	24,142	24,500	27,000
Age	15	30	36	34	37
Years with Present Bank	16	2	4	4	5
Years in Position	16	1	2	2	2
No. of Employees Supervised	15	0	3	2	4
Asset Size (Millions)	16	$21.0	$24.3	$24.5	$27.0
CONTROLLER					
Base Salary	11	$16,650	$21,600	$19,500	$26,948
Bonus	5	855	2,675	2,600	2,804
Total Compensation	11	16,650	22,816	22,260	26,958
Age	10	33	44	49	51
Years with Present Bank	11	9	12	11	13
Years in Position	11	2	5	3	8
No. of Employees Supervised	11	1	11	4	18
Asset Size (Millions)	11	$21.5	$24.3	$25.0	$26.0
GENERAL LOAN OFFICER					
Base Salary	8	$19,500	$22,448	$20,580	$25,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,160	23,594	20,841	25,200
Age	8	34	39	38	41
Years with Present Bank	8	2	10	10	15
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	0	4	3	5
Asset Size (Millions)	8	$20.0	$22.4	$22.0	$23.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	19	$17,250	$21,092	$21,164	$23,500
Bonus	10	900	1,995	1,898	2,250
Total Compensation	19	18,250	22,142	21,164	24,400
Age	18	33	39	38	41
Years with Present Bank	19	2	5	4	7
Years in Position	19	2	3	3	5
No. of Employees Supervised	18	2	3	3	4
Asset Size (Millions)	19	$22.5	$25.1	$25.0	$27.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-JR.					
Base Salary	16	$14,500	$16,488	$16,500	$18,300
Bonus	10	575	1,129	850	1,375
Total Compensation	16	15,500	17,193	17,125	18,300
Age	13	28	36	30	42
Years with Present Bank	16	1	5	3	6
Years in Position	16	1	3	2	2
No. of Employees Supervised	15	0	1	1	3
Asset Size (Millions)	16	$21.0	$23.6	$22.5	$25.0
INTERNAL AUDITING OFFICER					
Base Salary	6	$11,500	$15,952	$16,482	$18,432
Bonus		INSUFFICIENT DATA			
Total Compensation	6	11,500	16,301	17,529	18,817
Age	6	27	37	38	44
Years with Present Bank	6	3	10	8	15
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	0	0	1
Asset Size (Millions)	6	$21.5	$25.5	$27.0	$27.5
OPERATIONS OFFICER-SR.					
Base Salary	27	$18,000	$21,660	$21,000	$25,024
Bonus	17	838	1,660	1,400	2,392
Total Compensation	27	18,750	22,705	22,000	26,700
Age	26	33	42	39	49
Years with Present Bank	27	2	9	7	12
Years in Position	27	1	4	2	5
No. of Employees Supervised	26	9	17	17	24
Asset Size (Millions)	27	$20.5	$23.8	$24.0	$27.0
OPERATIONS OFFICER-JR.					
Base Salary	17	$13,950	$16,131	$15,800	$18,042
Bonus	10	710	1,152	1,210	1,465
Total Compensation	17	14,964	16,809	15,900	18,984
Age	14	29	39	35	47
Years with Present Bank	17	5	9	7	10
Years in Position	17	2	4	3	5
No. of Employees Supervised	15	4	9	8	10
Asset Size (Millions)	17	$21.5	$24.4	$24.0	$27.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $30 TO $39 MILLION

Of the 251 banks submitting data for the Mountain region, 26 banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager
Officer Trainee

GEOGRAPHIC REGION: 8
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	26	$42,800	$50,687	$46,000	$54,950
Bonus	17	4,825	11,198	7,000	14,500
Total Compensation	26	45,000	58,009	54,250	61,295
Age	24	42	50	53	56
Years with Present Bank	26	5	14	11	21
Years in Position	25	3	8	5	13
No. of Employees Supervised	25	24	37	34	51
Asset Size (Millions)	26	$30.5	$34.3	$33.5	$38.0
SECOND RANKING OFFICER					
Base Salary	23	$26,750	$31,988	$31,200	$36,466
Bonus	14	1,625	5,143	4,019	5,500
Total Compensation	23	28,750	35,119	34,600	39,944
Age	22	36	43	42	46
Years with Present Bank	23	3	11	9	15
Years in Position	22	1	6	3	6
No. of Employees Supervised	22	5	24	15	43
Asset Size (Millions)	23	$30.5	$34.5	$34.0	$38.0
AGRICULTURAL LOAN OFFICER					
Base Salary	10	$19,095	$22,122	$23,765	$24,000
Bonus	6	1,550	2,872	3,150	3,540
Total Compensation	10	19,500	23,845	24,065	26,650
Age	10	30	39	40	44
Years with Present Bank	10	2	5	3	6
Years in Position	9	1	3	2	3
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	10	$31.5	$35.1	$36.0	$38.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	$13,500	$17,531	$17,400	$20,490
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,500	18,132	17,400	21,090
Age	9	32	41	41	46
Years with Present Bank	9	2	8	6	10
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	0	3	1	2
Asset Size (Millions)	9	$30.0	$33.7	$32.0	$35.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	9	$24,290	$27,509	$26,000	$27,450
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,290	28,931	27,600	29,350
Age	9	36	46	48	50
Years with Present Bank	9	3	8	6	9
Years in Position	9	2	5	4	6
No. of Employees Supervised	9	1	6	3	7
Asset Size (Millions)	9	$30.5	$34.3	$34.0	$38.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	$18,000	$21,323	$21,224	$25,020
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,002	22,010	21,974	25,512
Age	8	31	35	34	36
Years with Present Bank	8	3	8	8	9
Years in Position	7	1	2	2	3
No. of Employees Supervised	8	0	3	3	4
Asset Size (Millions)	8	$32.0	$34.9	$35.0	$38.0
CONTROLLER					
Base Salary	8	$21,000	$24,221	$24,250	$26,868
Bonus	5	700	2,240	1,200	2,400
Total Compensation	8	22,400	25,621	25,734	27,600
Age	8	35	44	41	55
Years with Present Bank	8	4	12	8	12
Years in Position	8	3	7	4	5
No. of Employees Supervised	7	7	18	16	23
Asset Size (Millions)	8	$30.0	$34.4	$33.5	$38.0
GENERAL LOAN OFFICER					
Base Salary	10	$17,200	$21,983	$22,500	$24,000
Bonus	8	1,000	2,974	2,592	3,780
Total Compensation	10	18,600	24,362	24,053	27,327
Age	9	30	37	34	39
Years with Present Bank	10	3	7	5	8
Years in Position	10	1	4	3	4
No. of Employees Supervised	8	0	4	2	4
Asset Size (Millions)	10	$30.0	$33.1	$31.5	$36.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	9	$13,050	$13,956	$13,740	$14,730
Bonus		INSUFFICIENT DATA			
Total Compensation	9	13,300	14,433	14,240	14,730
Age	9	25	33	31	38
Years with Present Bank	9	2	4	3	6
Years in Position	9	1	2	2	3
No. of Employees Supervised	9	0	1	0	1
Asset Size (Millions)	9	$31.0	$34.7	$36.0	$36.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	17	$17,724	$21,028	$20,500	$21,696
Bonus	9	600	1,947	1,800	2,375
Total Compensation	17	19,050	22,059	20,800	22,571
Age	16	33	38	36	40
Years with Present Bank	17	4	6	5	8
Years in Position	17	2	4	3	5
No. of Employees Supervised	17	2	3	3	5
Asset Size (Millions)	17	$32.5	$35.7	$36.0	$38.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	11	$14,200	$16,908	$16,000	$17,770
Bonus	5	1,350	1,721	1,700	1,725
Total Compensation	11	15,100	17,690	16,188	18,000
Age	10	29	37	37	45
Years with Present Bank	11	3	7	7	9
Years in Position	10	1	3	3	3
No. of Employees Supervised	11	0	2	1	1
Asset Size (Millions)	11	$33.5	$36.2	$36.0	$38.0
INTERNAL AUDITING OFFICER					
Base Salary	11	$13,440	$16,042	$16,020	$17,640
Bonus	6	470	1,123	1,050	1,150
Total Compensation	11	13,990	16,655	16,020	18,740
Age	10	27	37	37	42
Years with Present Bank	11	3	8	6	11
Years in Position	11	1	2	2	3
No. of Employees Supervised	10	0	1	0	1
Asset Size (Millions)	11	$30.0	$35.0	$36.0	$38.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	8	$16,000	$19,819	$20,300	$23,400
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,600	20,644	20,600	23,400
Age	8	32	37	36	42
Years with Present Bank	8	4	7	5	8
Years in Position	8	2	4	4	4
No. of Employees Supervised	8	1	2	1	2
Asset Size (Millions)	8	$32.0	$36.0	$37.0	$38.0
OPERATIONS OFFICER-SR.					
Base Salary	19	$18,860	$21,632	$21,000	$24,800
Bonus	11	1,000	2,533	2,160	3,100
Total Compensation	19	19,263	23,098	22,880	25,250
Age	18	35	45	45	53
Years with Present Bank	19	4	14	11	19
Years in Position	18	1	5	3	6
No. of Employees Supervised	18	12	24	22	33
Asset Size (Millions)	19	$30.0	$34.3	$34.0	$38.0
OPERATIONS OFFICER-JR.					
Base Salary	14	$13,800	$15,666	$15,500	$17,080
Bonus	8	600	1,316	1,450	1,700
Total Compensation	14	14,100	16,418	16,690	18,350
Age	13	30	35	35	37
Years with Present Bank	14	3	7	5	10
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	7	11	10	15
Asset Size (Millions)	14	$30.0	$34.8	$36.0	$38.0
PERSONNEL OFFICER					
Base Salary	9	$16,100	$18,783	$18,600	$19,860
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,400	19,856	19,158	20,250
Age	9	40	47	46	55
Years with Present Bank	9	3	11	5	20
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	1	5	1	4
Asset Size (Millions)	9	$30.0	$34.9	$37.0	$38.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $40 TO $49 MILLION

Of the 251 banks submitting data for the Mountain region, 25 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Officer Trainee

GEOGRAPHIC REGION: 8
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	25	$45,000	$55,954	$50,820	$59,000
Bonus	20	3,500	12,708	7,850	12,000
Total Compensation	25	48,150	66,121	59,720	66,553
Age	25	46	52	52	55
Years with Present Bank	25	9	17	12	20
Years in Position	25	4	9	7	13
No. of Employees Supervised	22	39	74	47	65
Asset Size (Millions)	25	$43.5	$46.2	$46.0	$47.5
SECOND RANKING OFFICER					
Base Salary	25	$32,300	$40,423	$37,700	$42,900
Bonus	16	2,000	7,626	3,400	10,000
Total Compensation	25	33,400	45,304	43,000	47,322
Age	24	35	46	44	53
Years with Present Bank	25	6	13	8	20
Years in Position	25	2	6	3	7
No. of Employees Supervised	22	15	58	37	43
Asset Size (Millions)	25	$43.5	$46.2	$46.0	$47.5
AGRICULTURAL LOAN OFFICER					
Base Salary	9	$20,680	$25,280	$24,600	$26,040
Bonus	5	823	2,079	1,500	2,275
Total Compensation	9	20,680	26,435	25,755	28,650
Age	8	31	41	38	49
Years with Present Bank	9	3	10	8	11
Years in Position	9	1	3	3	4
No. of Employees Supervised	6	1	6	5	7
Asset Size (Millions)	9	$43.0	$46.3	$45.0	$47.0
BRANCH MANAGER					
Base Salary	6	$17,550	$21,467	$20,550	$23,550
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,144	22,165	22,050	24,675
Age	6	30	35	35	37
Years with Present Bank	6	7	10	9	10
Years in Position	6	3	5	6	7
No. of Employees Supervised	6	4	10	9	12
Asset Size (Millions)	6	$46.0	$47.5	$46.0	$48.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BUSINESS DEVELOPMENT OFFICER					
Base Salary	11	$16,100	$21,609	$21,400	$22,700
Bonus	5	305	803	707	854
Total Compensation	11	16,100	21,974	21,550	23,430
Age	10	34	44	43	51
Years with Present Bank	11	1	9	3	15
Years in Position	11	1	2	1	3
No. of Employees Supervised	10	0	2	1	4
Asset Size (Millions)	11	$43.5	$46.5	$46.0	$49.0
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	14	$26,950	$30,801	$32,705	$33,100
Bonus	11	615	2,704	1,980	3,500
Total Compensation	14	28,125	32,925	33,445	35,975
Age	13	33	41	41	44
Years with Present Bank	14	4	11	9	13
Years in Position	14	2	3	3	4
No. of Employees Supervised	13	4	11	8	13
Asset Size (Millions)	14	$42.5	$45.2	$45.5	$46.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	10	$18,500	$24,442	$24,100	$26,500
Bonus	6	293	1,653	1,342	1,997
Total Compensation	10	18,668	25,434	24,770	28,500
Age	10	33	38	38	42
Years with Present Bank	10	2	5	4	6
Years in Position	10	1	3	3	4
No. of Employees Supervised	9	0	5	1	7
Asset Size (Millions)	10	$42.5	$46.2	$46.0	$46.0
CONTROLLER					
Base Salary	9	$23,000	$29,178	$27,500	$33,500
Bonus	6	269	2,004	1,743	2,850
Total Compensation	9	23,125	30,514	30,200	35,000
Age	9	33	37	35	37
Years with Present Bank	9	3	7	8	8
Years in Position	9	2	5	4	7
No. of Employees Supervised	9	3	20	8	29
Asset Size (Millions)	9	$44.5	$46.4	$46.0	$47.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
GENERAL LOAN OFFICER					
Base Salary	7	$17,200	$24,060	$25,000	$27,700
Bonus	5	763	1,895	2,000	2,400
Total Compensation	7	17,963	25,414	25,000	30,100
Age	7	29	46	45	50
Years with Present Bank	7	4	15	12	16
Years in Position	7	1	6	3	4
No. of Employees Supervised	6	1	5	5	6
Asset Size (Millions)	7	$42.5	$45.3	$46.0	$46.0
INSTALMENT LOAN COLLECTOR					
Base Salary	6	$12,532	$13,952	$13,750	$14,375
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,642	14,476	14,450	15,123
Age	6	30	34	32	35
Years with Present Bank	6	2	4	3	4
Years in Position	6	2	3	3	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	6	$42.5	$46.2	$45.5	$48.0
INSTALMENT LOAN OFFICER-SR.					
Base Salary	15	$18,000	$21,891	$22,000	$24,650
Bonus	9	788	1,487	1,110	1,925
Total Compensation	15	18,000	22,784	22,250	26,500
Age	14	35	40	39	45
Years with Present Bank	15	3	7	3	10
Years in Position	15	1	3	2	3
No. of Employees Supervised	12	2	6	4	7
Asset Size (Millions)	15	$44.0	$46.9	$46.0	$49.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	17	$14,796	$17,519	$17,000	$18,240
Bonus	7	448	1,088	1,100	1,325
Total Compensation	17	15,996	17,967	17,225	18,702
Age	16	26	30	29	33
Years with Present Bank	17	3	5	4	8
Years in Position	17	1	2	1	2
No. of Employees Supervised	15	0	3	3	4
Asset Size (Millions)	17	$43.5	$46.2	$46.0	$47.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER					
Base Salary	11	$14,040	$18,289	$18,070	$21,000
Bonus	6	223	853	500	1,013
Total Compensation	11	14,725	18,755	18,620	21,100
Age	10	29	39	37	46
Years with Present Bank	11	2	10	6	17
Years in Position	11	1	3	2	4
No. of Employees Supervised	9	0	1	1	1
Asset Size (Millions)	11	$43.5	$46.5	$46.0	$47.5
MORTGAGE LOAN OFFICER					
Base Salary	8	$17,850	$23,750	$22,050	$24,192
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,850	24,913	22,050	28,192
Age	7	31	41	41	42
Years with Present Bank	8	2	10	6	9
Years in Position	8	0	4	4	7
No. of Employees Supervised	7	1	3	2	4
Asset Size (Millions)	8	$44.0	$46.5	$46.0	$46.0
OPERATIONS OFFICER-SR.					
Base Salary	17	$20,350	$23,946	$23,000	$26,000
Bonus	11	793	2,587	1,900	3,050
Total Compensation	17	20,843	25,620	26,000	27,443
Age	16	29	38	38	41
Years with Present Bank	17	4	10	9	13
Years in Position	17	1	3	2	5
No. of Employees Supervised	14	12	25	25	35
Asset Size (Millions)	17	$43.5	$45.8	$45.0	$46.0
OPERATIONS OFFICER-JR.					
Base Salary	15	$15,250	$17,655	$16,800	$19,075
Bonus	9	450	962	1,100	1,350
Total Compensation	15	15,772	18,232	17,175	19,850
Age	15	37	45	45	53
Years with Present Bank	15	7	16	13	23
Years in Position	15	1	2	2	4
No. of Employees Supervised	14	4	14	14	20
Asset Size (Millions)	15	$43.5	$46.3	$45.0	$48.0

GEOGRAPHIC REGION: 3
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER					
Base Salary	9	$16,500	$21,303	$21,100	$23,463
Bonus		INSUFFICIENT DATA			
Total Compensation	9	16,500	21,575	21,100	23,688
Age	8	30	41	41	42
Years with Present Bank	9	4	12	12	16
Years in Position	9	1	3	2	3
No. of Employees Supervised	8	0	13	3	6
Asset Size (Millions)	9	$42.0	$45.8	$45.0	$46.0

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $50 TO $99 MILLION

Of the 251 banks submitting data for the Mountain region, 35 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Branch Manager-Large (31+)
Business Development Officer-Sr.
Business Develpoment Officer
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	35	$50,250	$59,289	$57,500	$63,000
Bonus	17	5,018	10,470	10,000	13,750
Total Compensation	35	54,250	64,374	62,150	69,500
Age	35	44	53	53	61
Years with Present Bank	35	7	18	17	27
Years in Position	35	3	7	6	9
No. of Employees Supervised	35	57	77	83	104
Asset Size (Millions)	35	$61.5	$78.6	$81.0	$90.0
ADVERTISING OFFICER					
Base Salary	10	$15,248	$21,140	$17,350	$21,350
Bonus		INSUFFICIENT DATA			
Total Compensation	10	15,998	21,533	17,370	22,400
Age	10	30	35	33	37
Years with Present Bank	10	3	8	6	8
Years in Position	10	1	5	3	4
No. of Employees Supervised	10	0	1	1	1
Asset Size (Millions)	10	$66.0	$79.2	$76.5	$90.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	13	$19,325	$31,660	$27,100	$36,180
Bonus		INSUFFICIENT DATA			
Total Compensation	13	19,325	33,256	27,100	36,300
Age	13	33	42	40	51
Years with Present Bank	13	4	14	11	18
Years in Position	13	2	4	3	5
No. of Employees Supervised	13	1	8	1	2
Asset Size (Millions)	13	$72.5	$81.0	$80.0	$90.0
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	7	$24,352	$37,891	$37,200	$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,552	38,806	42,336	44,000
Age	7	35	43	41	48
Years with Present Bank	7	4	14	13	21
Years in Position	7	2	3	2	3
No. of Employees Supervised	7	4	60	70	98
Asset Size (Millions)	7	$56.5	$81.0	$89.0	$90.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$23,130	$27,704	$26,160	$28,980
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,880	28,004	26,160	28,980
Age	5	36	41	39	42
Years with Present Bank	5	4	13	7	16
Years in Position	5	3	8	4	9
No. of Employees Supervised	5	11	17	18	19
Asset Size (Millions)	5	$71.5	$83.6	$88.0	$89.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$15,090	$19,793	$19,500	$21,942
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,090	20,093	19,500	22,200
Age	5	37	41	39	41
Years with Present Bank	5	3	11	10	12
Years in Position	5	2	4	3	5
No. of Employees Supervised	5	7	8	7	8
Asset Size (Millions)	5	$59.5	$78.8	$88.0	$89.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	7	$20,352	$29,972	$29,000	$36,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	20,411	31,275	29,000	36,000
Age	7	37	46	43	49
Years with Present Bank	7	2	12	8	17
Years in Position	7	1	4	2	5
No. of Employees Supervised	7	1	5	3	6
Asset Size (Millions)	7	$64.5	$81.6	$89.0	$90.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	26	$29,150	$32,895	$32,700	$35,850
Bonus	5	2,700	4,810	5,760	5,893
Total Compensation	26	29,750	33,820	33,780	37,500
Age	26	36	45	44	54
Years with Present Bank	26	4	13	9	17
Years in Position	26	1	4	2	5
No. of Employees Supervised	26	4	8	6	8
Asset Size (Millions)	26	$63.0	$80.1	$82.5	$91.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER					
Base Salary	32	$23,500	$26,949	$25,470	$28,400
Bonus	5	4,554	5,394	5,000	5,181
Total Compensation	32	23,650	27,792	25,750	28,800
Age	32	35	44	42	52
Years with Present Bank	32	2	10	5	15
Years in Position	32	2	5	3	5
No. of Employees Supervised	32	0	1	0	1
Asset Size (Millions)	32	$61.0	$77.8	$79.5	$90.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	18	$17,140	$20,358	$20,090	$21,813
Bonus		INSUFFICIENT DATA			
Total Compensation	18	17,140	20,796	20,188	21,813
Age	18	30	34	32	38
Years with Present Bank	18	2	5	3	6
Years in Position	18	1	2	2	2
No. of Employees Supervised	18	0	0	0	0
Asset Size (Millions)	18	$63.0	$79.0	$79.5	$93.5
EDP OFFICER-SR.					
Base Salary	6	$20,100	$24,947	$25,442	$26,798
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,100	25,219	26,259	26,798
Age	6	26	34	33	34
Years with Present Bank	6	1	6	4	6
Years in Position	6	1	5	2	4
No. of Employees Supervised	6	2	5	6	6
Asset Size (Millions)	6	$68.0	$83.8	$90.0	$90.0
FINANCIAL OFFICER-SR.					
Base Salary	11	$19,550	$25,413	$26,300	$28,050
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,580	25,900	26,300	28,050
Age	11	33	40	39	44
Years with Present Bank	11	4	12	10	18
Years in Position	11	1	5	4	7
No. of Employees Supervised	11	2	10	5	9
Asset Size (Millions)	11	$73.5	$83.4	$88.0	$90.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	10	$11,932	$15,215	$15,300	$16,700
Bonus		INSUFFICIENT DATA			
Total Compensation	10	11,932	15,456	15,300	16,700
Age	10	31	37	37	38
Years with Present Bank	10	2	4	3	5
Years in Position	10	1	2	2	3
No. of Employees Supervised	10	0	2	2	3
Asset Size (Millions)	10	$69.5	$82.7	$89.0	$90.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	31	$20,700	$25,941	$24,800	$31,690
Bonus	5	2,584	3,874	3,900	4,350
Total Compensation	31	20,700	26,566	26,040	31,850
Age	31	36	44	44	51
Years with Present Bank	31	4	12	11	17
Years in Position	31	2	6	4	6
No. of Employees Supervised	31	5	7	7	8
Asset Size (Millions)	31	$63.0	$79.0	$81.0	$90.0
INSTALMENT LOAN OFFICER					
Base Salary	33	$15,850	$18,607	$17,400	$19,500
Bonus	6	1,635	3,484	2,967	3,780
Total Compensation	33	15,850	19,240	17,900	21,454
Age	33	31	39	36	41
Years with Present Bank	33	4	9	6	14
Years in Position	33	1	5	3	4
No. of Employees Supervised	32	0	1	0	1
Asset Size (Millions)	33	$61.5	$78.5	$81.0	$90.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	18	$16,600	$19,543	$18,834	$22,150
Bonus		INSUFFICIENT DATA			
Total Compensation	18	16,900	19,908	19,602	22,250
Age	18	32	40	39	45
Years with Present Bank	18	3	8	7	12
Years in Position	18	1	4	2	5
No. of Employees Supervised	18	0	1	1	1
Asset Size (Millions)	18	$59.5	$73.7	$71.5	$89.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
LOAN REVIEW OFFICER					
Base Salary	5	$19,570	$21,580	$22,800	$22,830
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,570	21,580	22,800	22,830
Age	5	28	34	32	36
Years with Present Bank	5	2	5	2	3
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$73.5	$85.6	$88.0	$91.0
MARKETING DIRECTOR					
Base Salary	17	$17,128	$22,173	$20,808	$25,450
Bonus		INSUFFICIENT DATA			
Total Compensation	17	17,678	22,697	21,600	27,040
Age	17	34	45	47	52
Years with Present Bank	17	4	10	8	12
Years in Position	17	1	4	2	5
No. of Employees Supervised	17	0	2	1	1
Asset Size (Millions)	17	$69.5	$82.5	$90.0	$93.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	16	$24,300	$27,775	$27,000	$28,200
Bonus		INSUFFICIENT DATA			
Total Compensation	16	24,300	28,068	27,000	29,000
Age	16	39	46	43	56
Years with Present Bank	16	4	11	12	14
Years in Position	16	2	5	4	7
No. of Employees Supervised	16	2	5	4	5
Asset Size (Millions)	16	$79.0	$84.8	$88.0	$95.0
MORTGAGE LOAN OFFICER					
Base Salary	19	$16,100	$20,516	$19,300	$23,450
Bonus		INSUFFICIENT DATA			
Total Compensation	19	16,100	20,656	21,902	23,450
Age	19	31	39	36	45
Years with Present Bank	19	3	9	8	13
Years in Position	19	2	3	2	4
No. of Employees Supervised	17	0	2	1	2
Asset Size (Millions)	19	$63.0	$79.7	$81.0	$91.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER-JR.					
Base Salary	8	$14,500	$16,953	$17,100	$19,220
Bonus		INSUFFICIENT DATA			
Total Compensation	8	14,500	16,953	17,100	19,220
Age	8	34	36	35	36
Years with Present Bank	8	4	7	6	10
Years in Position	8	1	2	2	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	8	$59.0	$73.6	$69.5	$81.0
NEW ACCOUNTS OFFICER					
Base Salary	14	$13,550	$17,897	$16,038	$20,550
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,550	18,205	16,150	21,250
Age	14	31	42	39	49
Years with Present Bank	14	6	14	10	22
Years in Position	14	1	5	3	8
No. of Employees Supervised	14	3	5	4	6
Asset Size (Millions)	14	$63.0	$80.1	$84.5	$90.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	6	$10,092	$11,982	$11,430	$12,600
Bonus		INSUFFICIENT DATA			
Total Compensation	6	10,147	12,034	11,530	12,700
Age	6	24	29	29	31
Years with Present Bank	6	1	1	1	1
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$68.5	$80.5	$80.5	$85.5
OPERATIONS OFFICER-SR.					
Base Salary	31	$22,110	$27,131	$27,000	$31,850
Bonus	7	1,946	4,644	4,800	5,775
Total Compensation	31	22,472	28,180	27,900	32,854
Age	31	34	42	41	49
Years with Present Bank	31	4	12	8	18
Years in Position	31	1	5	3	6
No. of Employees Supervised	30	10	34	30	55
Asset Size (Millions)	31	$61.5	$77.8	$80.0	$90.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	24	$15,300	$19,208	$19,250	$21,420
Bonus		INSUFFICIENT DATA			
Total Compensation	24	15,750	19,382	19,250	21,480
Age	24	30	41	39	48
Years with Present Bank	24	3	8	5	11
Years in Position	24	2	3	3	4
No. of Employees Supervised	23	1	3	1	2
Asset Size (Millions)	24	$64.0	$81.5	$89.5	$93.0
SECURITY OFFICER-SR.					
Base Salary	7	$17,800	$22,217	$20,820	$25,475
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,800	22,515	22,200	25,826
Age	7	39	49	48	56
Years with Present Bank	7	5	14	12	20
Years in Position	7	2	6	4	7
No. of Employees Supervised	7	1	7	2	3
Asset Size (Millions)	7	$66.0	$79.7	$81.0	$86.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	13	$26,400	$36,177	$34,000	$40,050
Bonus		INSUFFICIENT DATA			
Total Compensation	13	29,040	37,176	37,000	40,550
Age	13	38	45	43	48
Years with Present Bank	13	5	10	10	11
Years in Position	13	3	8	8	10
No. of Employees Supervised	13	3	4	3	5
Asset Size (Millions)	13	$78.5	$85.5	$90.0	$93.5
TRUST OPERATIONS MANAGER					
Base Salary	10	$13,150	$16,180	$16,225	$17,164
Bonus		INSUFFICIENT DATA			
Total Compensation	10	13,150	16,418	16,225	18,354
Age	10	28	41	42	53
Years with Present Bank	10	3	11	9	16
Years in Position	10	2	5	3	6
No. of Employees Supervised	10	1	2	3	3
Asset Size (Millions)	10	$70.0	$82.8	$88.5	$91.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $100 TO $249 MILLION

Of the 251 banks submitting data for the Mountain region, 25 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree
Training Director

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$60,000	$69,062	$67,700	$73,250
Bonus	10	4,664	23,312	11,787	30,779
Total Compensation	25	63,624	78,387	73,900	82,674
Age	25	48	54	55	58
Years with Present Bank	25	11	19	18	24
Years in Position	25	3	7	6	8
No. of Employees Supervised	25	125	137	147	162
Asset Size (Millions)	25	$112.5	$132.4	$123.0	$147.0

ADVERTISING OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$18,840	$28,050	$27,966	$32,496
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,840	29,925	29,738	33,416
Age	10	33	43	44	49
Years with Present Bank	10	3	6	4	9
Years in Position	10	2	3	3	3
No. of Employees Supervised	10	0	1	0	2
Asset Size (Millions)	10	$105.5	$139.2	$127.0	$175.0

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$26,352	$36,897	$36,100	$42,500
Bonus	6	1,338	3,652	3,688	4,288
Total Compensation	16	26,520	38,267	36,100	45,280
Age	16	39	46	45	53
Years with Present Bank	16	13	17	17	24
Years in Position	16	2	5	5	7
No. of Employees Supervised	16	1	30	6	24
Asset Size (Millions)	16	$108.0	$133.3	$122.5	$157.0

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$35,325	$43,875	$45,000	$49,010
Bonus	9	3,600	11,951	5,138	7,334
Total Compensation	14	36,730	51,558	49,675	51,595
Age	14	43	47	45	50
Years with Present Bank	14	2	14	15	23
Years in Position	14	1	3	2	5
No. of Employees Supervised	13	18	87	85	136
Asset Size (Millions)	14	$110.0	$138.5	$123.5	$170.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	5	$31,600	$36,151	$36,400	$38,150
Bonus		INSUFFICIENT DATA			
Total Compensation	5	31,600	38,172	39,158	41,702
Age	5	46	51	52	52
Years with Present Bank	5	12	16	13	15
Years in Position	5	3	5	3	5
No. of Employees Supervised	5	19	37	38	44
Asset Size (Millions)	5	$109.0	$147.2	$157.0	$166.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	12	$22,500	$26,644	$27,120	$31,800
Bonus	6	2,225	2,636	2,617	2,775
Total Compensation	12	23,200	27,962	28,585	33,000
Age	12	42	48	47	52
Years with Present Bank	12	5	13	10	18
Years in Position	12	1	5	3	9
No. of Employees Supervised	12	12	15	14	18
Asset Size (Millions)	12	$113.0	$138.8	$123.5	$165.0
BRANCH MANAGER-SMALL(-10)					
Base Salary	11	$13,300	$20,764	$22,000	$25,050
Bonus	6	913	1,667	1,778	2,078
Total Compensation	11	13,863	21,674	22,000	26,828
Age	11	29	37	34	43
Years with Present Bank	11	3	9	6	9
Years in Position	11	1	4	2	7
No. of Employees Supervised	11	4	7	7	9
Asset Size (Millions)	11	$112.5	$140.8	$125.0	$170.0
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	8	$20,000	$28,390	$26,400	$33,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	20,000	28,390	26,400	33,600
Age	8	34	51	48	64
Years with Present Bank	8	1	6	3	6
Years in Position	8	1	3	2	2
No. of Employees Supervised	8	0	1	1	2
Asset Size (Millions)	8	$103.0	$126.9	$118.0	$123.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

BUSINESS DEVELOPMENT OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$16,000	$22,383	$19,350	$28,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,000	22,383	19,350	28,000
Age	8	31	42	38	46
Years with Present Bank	8	2	4	3	3
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	8	$103.0	$130.0	$128.0	$144.0

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	11	$15,300	$26,941	$23,388	$34,350
Bonus	5	2,089	4,055	2,500	3,300
Total Compensation	11	16,370	28,784	23,388	35,600
Age	10	30	41	40	49
Years with Present Bank	10	3	11	6	11
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	2	13	6	8
Asset Size (Millions)	11	$110.0	$141.4	$123.0	$175.0

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	19	$32,670	$36,735	$36,000	$38,500
Bonus		INSUFFICIENT DATA			
Total Compensation	19	32,670	38,789	36,900	42,990
Age	19	37	45	41	52
Years with Present Bank	19	3	11	9	17
Years in Position	19	1	4	2	5
No. of Employees Supervised	19	5	8	8	10
Asset Size (Millions)	19	$110.5	$129.3	$123.0	$137.5

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	25	$24,050	$27,004	$26,000	$29,050
Bonus	6	840	2,741	2,623	3,443
Total Compensation	25	24,050	27,662	27,500	30,750
Age	25	35	43	41	49
Years with Present Bank	25	3	8	6	10
Years in Position	25	2	4	3	5
No. of Employees Supervised	25	0	1	0	2
Asset Size (Millions)	25	$112.5	$132.4	$123.0	$147.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	16	$18,000	$19,903	$18,798	$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	16	18,000	20,058	19,158	20,300
Age	16	28	32	30	33
Years with Present Bank	16	2	5	4	6
Years in Position	16	1	2	2	2
No. of Employees Supervised	16	0	1	0	0
Asset Size (Millions)	16	$115.0	$135.8	$124.0	$150.0
EDP OFFICER-SR.					
Base Salary	12	$27,500	$31,451	$29,531	$36,000
Bonus	5	1,950	2,704	2,435	2,484
Total Compensation	12	27,500	32,577	32,264	37,500
Age	12	35	40	39	44
Years with Present Bank	12	2	6	4	11
Years in Position	12	1	3	3	4
No. of Employees Supervised	12	3	12	7	15
Asset Size (Millions)	12	$107.0	$134.1	$120.0	$165.0
FINANCIAL OFFICER-SR.					
Base Salary	20	$23,580	$30,913	$27,360	$36,180
Bonus	9	1,640	5,276	6,000	6,792
Total Compensation	20	23,600	33,287	28,110	44,114
Age	20	36	42	41	50
Years with Present Bank	20	4	11	8	17
Years in Position	20	1	4	3	5
No. of Employees Supervised	20	3	9	4	8
Asset Size (Millions)	20	$108.0	$128.8	$121.5	$144.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	13	$13,585	$17,726	$19,200	$20,560
Bonus		INSUFFICIENT DATA			
Total Compensation	13	13,585	17,860	19,200	21,240
Age	13	35	44	43	49
Years with Present Bank	13	2	6	5	9
Years in Position	13	1	3	1	2
No. of Employees Supervised	13	1	3	3	4
Asset Size (Millions)	13	$112.5	$129.5	$123.0	$140.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	21	$20,640	$26,688	$26,300	$29,778
Bonus	7	800	4,553	1,900	4,493
Total Compensation	21	21,300	28,205	26,500	30,880
Age	21	36	44	42	49
Years with Present Bank	21	3	9	7	13
Years in Position	21	1	4	2	3
No. of Employees Supervised	21	4	8	7	12
Asset Size (Millions)	21	$112.5	$132.8	$122.0	$147.0
INSTALMENT LOAN OFFICER					
Base Salary	21	$16,536	$17,633	$17,580	$18,100
Bonus		INSUFFICIENT DATA			
Total Compensation	21	16,536	17,997	17,580	18,336
Age	21	34	38	37	40
Years with Present Bank	21	4	7	5	9
Years in Position	21	1	3	2	3
No. of Employees Supervised	21	0	2	0	2
Asset Size (Millions)	21	$110.5	$129.8	$122.0	$137.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	18	$18,560	$24,294	$23,910	$28,420
Bonus	7	1,718	2,021	1,900	2,105
Total Compensation	18	19,450	25,080	24,778	28,862
Age	18	31	39	35	44
Years with Present Bank	18	3	7	7	13
Years in Position	18	1	4	3	5
No. of Employees Supervised	18	2	2	2	3
Asset Size (Millions)	18	$112.5	$132.1	$122.5	$140.5
LOAN REVIEW OFFICER					
Base Salary	7	$16,300	$19,501	$18,000	$19,372
Bonus		INSUFFICIENT DATA			
Total Compensation	7	17,043	19,713	18,000	19,372
Age	7	29	34	31	39
Years with Present Bank	7	3	5	5	6
Years in Position	7	1	2	2	2
No. of Employees Supervised	7	0	3	2	4
Asset Size (Millions)	7	$117.5	$148.0	$150.0	$166.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MARKETING DIRECTOR					
Base Salary	14	$22,350	$26,180	$25,700	$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	22,410	26,449	25,700	30,670
Age	14	34	42	42	46
Years with Present Bank	14	2	7	4	10
Years in Position	14	2	5	3	7
No. of Employees Supervised	14	1	2	2	2
Asset Size (Millions)	14	$114.0	$125.9	$122.5	$130.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	19	$26,660	$32,373	$30,500	$35,300
Bonus	6	1,763	6,257	3,388	6,500
Total Compensation	19	28,088	34,349	30,500	35,300
Age	19	34	42	42	49
Years with Present Bank	19	3	9	5	14
Years in Position	19	2	5	3	6
No. of Employees Supervised	19	3	7	4	9
Asset Size (Millions)	19	$110.5	$137.2	$130.0	$161.0
MORTGAGE LOAN OFFICER					
Base Salary	16	$18,700	$23,037	$22,800	$25,320
Bonus		INSUFFICIENT DATA			
Total Compensation	16	18,700	23,211	22,800	25,320
Age	16	31	39	37	46
Years with Present Bank	16	2	6	4	9
Years in Position	16	2	4	3	5
No. of Employees Supervised	16	0	1	1	2
Asset Size (Millions)	16	$115.0	$134.2	$124.0	$150.0
MORTGAGE LOAN OFFICER-JR.					
Base Salary	14	$13,620	$15,990	$16,450	$16,983
Bonus		INSUFFICIENT DATA			
Total Compensation	14	13,650	16,113	16,750	17,083
Age	14	34	42	44	50
Years with Present Bank	14	1	6	5	10
Years in Position	14	1	2	2	2
No. of Employees Supervised	14	0	1	1	1
Asset Size (Millions)	14	$118.0	$138.6	$130.0	$161.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	10	$14,490	$16,539	$16,410	$17,300
Bonus		INSUFFICIENT DATA			
Total Compensation	10	14,865	16,614	16,410	17,300
Age	10	28	41	35	49
Years with Present Bank	10	3	10	6	15
Years in Position	10	1	3	2	3
No. of Employees Supervised	10	0	4	4	7
Asset Size (Millions)	10	$121.5	$136.6	$127.5	$147.0
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	5	$11,100	$12,440	$12,000	$12,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	11,100	12,440	12,000	12,750
Age		INSUFFICIENT DATA			
Years with Present Bank	5	0	1	1	1
Years in Position	5	0	1	1	1
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$108.0	$135.4	$121.0	$143.0
OPERATIONS OFFICER-SR.					
Base Salary	24	$27,600	$32,006	$32,550	$34,224
Bonus	7	1,450	5,079	3,133	4,764
Total Compensation	24	27,600	33,487	34,046	37,133
Age	24	36	42	40	48
Years with Present Bank	24	2	10	5	17
Years in Position	24	1	5	3	6
No. of Employees Supervised	24	7	43	39	60
Asset Size (Millions)	24	$112.0	$131.3	$122.5	$144.0
PERSONNEL OFFICER-SR.					
Base Salary	22	$18,180	$23,003	$22,100	$25,600
Bonus		INSUFFICIENT DATA			
Total Compensation	22	18,600	23,437	22,100	25,600
Age	22	35	42	41	49
Years with Present Bank	22	3	7	6	7
Years in Position	22	1	3	2	3
No. of Employees Supervised	22	1	14	2	4
Asset Size (Millions)	22	$112.5	$134.3	$126.5	$153.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
SECURITY OFFICER-SR.					
Base Salary	8	$21,000	$22,668	$21,810	$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,000	22,730	21,810	24,000
Age	8	34	41	41	46
Years with Present Bank	8	7	10	9	12
Years in Position	8	1	3	2	5
No. of Employees Supervised	8	0	2	2	2
Asset Size (Millions)	8	$113.0	$140.4	$133.5	$165.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	20	$31,000	$35,082	$35,038	$37,500
Bonus	6	1,538	5,185	3,245	3,695
Total Compensation	20	31,296	36,638	35,038	39,600
Age	20	37	45	46	48
Years with Present Bank	20	4	9	7	9
Years in Position	20	3	6	5	6
No. of Employees Supervised	20	3	7	6	9
Asset Size (Millions)	20	$112.0	$133.1	$124.0	$150.0
TRUST OPERATIONS MANAGER					
Base Salary	19	$16,450	$20,817	$19,248	$23,160
Bonus		INSUFFICIENT DATA			
Total Compensation	19	16,950	21,168	19,248	23,160
Age	19	32	38	36	41
Years with Present Bank	19	2	7	6	8
Years in Position	19	1	4	3	6
No. of Employees Supervised	19	2	3	3	5
Asset Size (Millions)	19	$107.5	$133.4	$125.0	$153.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $250 TO $499 MILLION

Of the 251 banks submitting data for the Mountain region, six banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

- Advertising Officer
- Bank Investment Officer-Sr.
- Branch Administration Officer-Sr.
- Branch Manager-Large (31+)
- Branch Manager-Medium (10-30)
- Branch Manager-Small (-10)
- Business Development Officer-Sr.
- Business Development Officer
- Commercial Credit Department Manager
- Commercial Loan Officer-Jr.
- Correspondent Bank Officer-Sr.
- EDP Officer-Sr.
- Internal Auditing Officer-Sr.
- International Banking Officer-Sr.
- Loan Review Officer
- Marketing Director
- Mortgage Loan Officer-Jr.
- New Accounts Officer
- Officer Trainee-Master's Degree
- Officer Trainee-Bachelor's Degree
- Security Officer-Sr.
- Training Director

GEOGRAPHIC REGION: 8
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$81,500	$84,917	$83,250	$84,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	81,500	87,000	83,250	89,500
Age	6	49	54	55	57
Years with Present Bank	6	5	20	25	27
Years in Position	6	3	6	5	6
No. of Employees Supervised	6	99	229	257	297
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	6	$35,750	$41,687	$42,250	$44,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	37,610	42,307	42,250	44,000
Age	6	36	46	44	53
Years with Present Bank	6	1	13	10	20
Years in Position	6	1	4	3	5
No. of Employees Supervised	6	9	23	17	21
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
COMMERCIAL LOAN OFFICER					
Base Salary	6	$25,880	$29,143	$27,500	$29,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,880	29,558	28,745	31,045
Age	6	33	43	42	48
Years with Present Bank	6	3	15	16	23
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	0	2	0	1
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
FINANCIAL OFFICER-SR.					
Base Salary	6	$23,910	$34,912	$36,700	$39,825
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,020	35,282	36,700	39,825
Age	6	40	52	53	57
Years with Present Bank	6	4	16	9	21
Years in Position	6	2	6	7	9
No. of Employees Supervised	6	3	12	13	18
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	$15,510	$18,804	$20,100	$20,250
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,510	18,804	20,100	20,250
Age	5	31	42	42	47
Years with Present Bank	5	2	3	4	4
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	6	8	8	9
Asset Size (Millions)	5	$259.5	$277.4	$285.0	$287.5
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	$27,000	$33,125	$32,500	$37,200
Bonus		INSUFFICIENT DATA			
Total Compensation	6	27,000	33,452	33,480	37,200
Age	6	36	47	47	51
Years with Present Bank	6	6	16	16	19
Years in Position	6	1	4	2	5
No. of Employees Supervised	6	23	36	32	43
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
INSTALMENT LOAN OFFICER					
Base Salary	5	$17,500	$19,640	$19,200	$20,100
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,500	20,026	19,200	20,100
Age	5	34	44	43	45
Years with Present Bank	5	3	8	11	12
Years in Position	5	1	3	4	5
No. of Employees Supervised	5	2	7	4	6
Asset Size (Millions)	5	$272.0	$284.0	$290.0	$291.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	$26,090	$30,236	$32,000	$32,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,090	30,236	32,000	32,500
Age	5	34	43	40	45
Years with Present Bank	5	2	8	6	6
Years in Position	5	0	2	1	2
No. of Employees Supervised	5	5	10	7	10
Asset Size (Millions)	5	$259.5	$277.4	$285.0	$287.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	5	$20,010	$22,544	$23,000	$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,010	23,040	23,000	23,500
Age	5	37	42	39	43
Years with Present Bank	5	2	4	3	4
Years in Position	5	2	2	2	3
No. of Employees Supervised	5	0	5	5	6
Asset Size (Millions)	5	$272.5	$284.2	$290.0	$291.5
OPERATIONS OFFICER-SR.					
Base Salary	6	$21,285	$32,495	$33,950	$37,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,285	33,097	35,755	39,305
Age	6	41	46	47	48
Years with Present Bank	6	4	12	12	18
Years in Position	6	2	4	4	4
No. of Employees Supervised	6	35	76	74	98
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
PERSONNEL OFFICER-SR.					
Base Salary	6	$21,950	$28,593	$30,500	$31,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	23,175	29,002	30,500	31,250
Age	6	35	48	50	54
Years with Present Bank	6	2	10	8	14
Years in Position	6	2	7	6	8
No. of Employees Supervised	6	4	6	5	5
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	6	$33,900	$38,550	$38,750	$41,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	33,900	39,173	40,250	43,000
Age	6	39	47	48	52
Years with Present Bank	6	2	15	17	19
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	15	22	23	25
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $250 TO $499 MILLION

TRUST OPERATIONS MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$14,407	$19,119	$18,700	$21,450
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,762	19,237	18,700	21,450
Age	6	33	45	45	52
Years with Present Bank	6	5	15	9	20
Years in Position	6	1	4	5	5
No. of Employees Supervised	6	3	8	9	11
Asset Size (Millions)	6	$259.5	$280.0	$287.5	$291.5

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $500 TO $999 MILLION

Of the 251 banks submitting data for the Mountain region, three banks were in the $500 to $999 Million asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.

GEOGRAPHIC REGION VIII: MOUNTAIN

ASSET SIZE: $1 BILLION AND OVER

Of the 251 banks submitting data for the Mountain region, six banks were in the $1 Billion and Over asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

- Advertising Officer
- Branch Administration Officer-Sr.
- Business Development Officer-Sr.
- Business Development Officer
- Commercial Loan Officer-Jr.
- Correspondent Bank Officer-Sr.
- International Banking Offifcer-Sr.
- Loan Review Officer
- Mortgage Loan Officer
- Mortgage Loan Officer-Jr.
- Officer Trainee-Master's Degree
- Officer Trainee-Bachelor's Degree

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$145,000	$175,567	$155,700	$175,800
Bonus	5	28,990	51,285	50,000	55,769
Total Compensation	6	153,940	218,305	221,750	235,403
Age	6	54	61	62	64
Years with Present Bank	6	23	33	33	40
Years in Position	6	3	7	5	9
No. of Employees Supervised	6	699	2,505	2,116	2,336
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	6	$39,650	$65,035	$68,450	$72,000
Bonus	5	5,433	13,464	15,000	15,966
Total Compensation	6	45,083	76,255	75,950	86,416
Age	6	37	48	50	53
Years with Present Bank	6	9	19	18	23
Years in Position	6	2	7	7	10
No. of Employees Supervised	6	9	35	17	44
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
BRANCH MANAGER-LARGE(31+)					
Base Salary	5	$27,893	$35,831	$38,000	$40,240
Bonus		INSUFFICIENT DATA			
Total Compensation	5	29,731	39,993	41,388	42,138
Age	5	37	46	43	46
Years with Present Bank	5	7	14	11	16
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	31	47	37	41
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	5	$22,723	$27,611	$26,000	$29,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	23,823	30,599	28,740	31,326
Age	5	38	45	47	48
Years with Present Bank	5	10	17	19	21
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	14	19	20	21
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-SMALL(-10)					
Base Salary	5	$18,070	$22,288	$21,000	$24,030
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,225	23,190	21,000	24,030
Age	5	33	36	36	36
Years with Present Bank	5	6	12	9	11
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	8	8	8	8
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	$24,891	$33,425	$35,000	$35,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,891	34,554	35,000	35,500
Age	5	33	43	48	49
Years with Present Bank	5	4	9	6	9
Years in Position	5	3	4	4	5
No. of Employees Supervised	5	7	17	23	24
Asset Size (Millions)	5	$1,795.0	$2,864.6	$2,000.0	$2,500.0
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	6	$35,560	$47,921	$49,500	$51,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,560	52,015	54,683	57,149
Age	6	39	43	44	44
Years with Present Bank	6	8	12	12	15
Years in Position	5	2	4	2	3
No. of Employees Supervised	6	2	17	17	27
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
COMMERCIAL LOAN OFFICER					
Base Salary	5	$24,675	$30,289	$28,800	$30,900
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,675	30,489	29,800	31,400
Age	5	34	41	38	41
Years with Present Bank	5	4	7	6	6
Years in Position	5	1	2	2	3
No. of Employees Supervised	5	0	1	0	1
Asset Size (Millions)	5	$1,795.0	$2,864.6	$2,000.0	$2,500.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	5	$38,000	$44,008	$40,419	$42,170
Bonus		INSUFFICIENT DATA			
Total Compensation	5	38,000	45,465	40,419	42,170
Age	5	36	41	41	43
Years with Present Bank	5	3	8	9	11
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	15	268	356	366
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0
FINANCIAL OFFICER-SR.					
Base Salary	6	$40,998	$62,144	$51,930	$63,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	43,186	69,834	59,762	66,082
Age	6	43	48	50	50
Years with Present Bank	6	4	10	10	13
Years in Position	6	1	4	2	4
No. of Employees Supervised	6	8	51	18	31
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	5	$19,962	$24,397	$21,560	$25,030
Bonus		INSUFFICIENT DATA			
Total Compensation	5	19,962	25,037	24,760	26,630
Age	5	36	41	41	44
Years with Present Bank	5	8	11	11	11
Years in Position	5	2	4	3	4
No. of Employees Supervised	5	10	27	14	23
Asset Size (Millions)	5	$1,795.0	$2,644.4	$1,899.0	$1,949.5
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	6	$25,285	$36,085	$35,450	$42,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,285	38,131	35,450	44,788
Age	6	39	44	43	46
Years with Present Bank	6	8	16	15	19
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	26	63	52	74
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	5	$15,258	$17,959	$17,580	$18,290
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,258	17,959	17,580	18,290
Age	5	27	35	34	36
Years with Present Bank	5	5	8	7	7
Years in Position	5	1	2	2	2
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	5	$1,795.0	$2,864.6	$2,000.0	$2,500.0
INTERNAL AUDITING OFFICER-SR.					
Base Salary	5	$31,900	$42,473	$41,208	$43,534
Bonus		INSUFFICIENT DATA			
Total Compensation	5	33,650	45,185	43,708	44,784
Age	5	37	45	48	48
Years with Present Bank	5	5	14	12	14
Years in Position	5	4	8	6	9
No. of Employees Supervised	5	14	31	26	36
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0
MARKETING DIRECTOR					
Base Salary	6	$35,140	$43,132	$41,804	$44,052
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,140	45,767	43,814	46,508
Age	6	37	44	44	47
Years with Present Bank	6	2	7	7	8
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	4	26	23	25
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	5	$34,750	$42,842	$45,303	$47,156
Bonus		INSUFFICIENT DATA			
Total Compensation	5	34,750	44,442	45,303	47,156
Age	5	35	49	57	58
Years with Present Bank	5	4	20	21	26
Years in Position	5	1	4	4	5
No. of Employees Supervised	5	18	42	47	47
Asset Size (Millions)	5	$1,799.5	$2,866.4	$2,000.0	$2,500.0

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	5	$12,011	$15,672	$16,000	$17,570
Bonus		INSUFFICIENT DATA			
Total Compensation	5	12,011	15,672	16,000	17,570
Age	5	31	44	49	50
Years with Present Bank	5	7	17	13	19
Years in Position	5	2	5	4	5
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$1,894.5	$2,904.4	$2,000.0	$2,500.0
OPERATIONS OFFICER-SR.					
Base Salary	6	$34,762	$47,578	$46,622	$53,000
Bonus	5	2,750	7,430	7,236	7,256
Total Compensation	6	35,780	53,769	51,992	60,256
Age	6	39	45	44	46
Years with Present Bank	6	9	19	18	25
Years in Position	6	4	6	6	7
No. of Employees Supervised	6	38	371	309	453
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
PERSONNEL OFFICER-SR.					
Base Salary	6	$29,899	$50,511	$55,134	$62,204
Bonus	5	3,750	6,893	7,288	7,396
Total Compensation	6	31,649	56,255	60,778	69,600
Age	6	40	48	48	52
Years with Present Bank	6	10	19	20	23
Years in Position	6	3	5	5	7
No. of Employees Supervised	6	5	72	65	97
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
SECURITY OFFICER-SR.					
Base Salary	5	$26,960	$35,876	$32,000	$35,230
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,960	37,229	32,000	35,230
Age	5	48	54	54	57
Years with Present Bank	5	3	16	12	22
Years in Position	5	1	4	4	4
No. of Employees Supervised	5	2	11	17	17
Asset Size (Millions)	5	$1,795.0	$2 644.4	$1,899.0	$1,949.5

GEOGRAPHIC REGION: 8
ASSET SIZE: $1 BILLION AND OVER

	CASES	25TH	MEAN	MEDIAN	75TH
TRAINING DIRECTOR					
Base Salary	6	$22,670	$31,540	$32,607	$36,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,670	31,540	32,607	36,500
Age	6	37	44	42	44
Years with Present Bank	6	7	14	15	18
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	2	29	6	26
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	6	$36,044	$59,168	$58,961	$64,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,444	66,054	58,961	70,786
Age	6	38	49	49	53
Years with Present Bank	6	4	12	13	16
Years in Position	6	2	6	7	8
No. of Employees Supervised	6	10	80	65	102
Asset Size (Millions)	6	$1,795.0	$2,703.7	$1,949.5	$2,500.0
TRUST OPERATIONS MANAGER					
Base Salary	5	$27,500	$31,795	$34,116	$34,488
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,500	31,795	34,116	34,488
Age	5	24	36	38	42
Years with Present Bank	5	10	21	20	21
Years in Position	5	2	4	2	4
No. of Employees Supervised	5	6	36	45	48
Asset Size (Millions)	5	$1,795.0	$2,644.4	$1,899.0	$1,949.5

Cash Compensation Data

Region IX: Pacific

- Banks Under $50 Million in Asset Size
- Banks $50 Million and Over in Asset Size

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GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: LESS THAN $10 MILLION

Of the 167 banks submitting data for the Pacific region, 25 banks were in the Less Than $10 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Business Development Officer
Commercial Loan Officer-Jr.
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	25	$36,000	$41,653	$40,000	$43,500
Bonus	7	530	4,282	2,500	7,708
Total Compensation	25	36,350	42,852	40,000	45,000
Age	25	39	46	47	49
Years with Present Bank	25	1	2	2	2
Years in Position	25	1	2	2	2
No. of Employees Supervised	24	10	13	14	15
Asset Size (Millions)	25	$6.0	$7.1	$7.0	$8.0
SECOND RANKING OFFICER					
Base Salary	22	$28,500	$31,822	$31,434	$35,000
Bonus	5	300	1,287	500	1,250
Total Compensation	22	28,750	32,114	31,734	35,000
Age	22	37	42	42	44
Years with Present Bank	22	1	2	2	2
Years in Position	22	1	2	2	2
No. of Employees Supervised	21	4	9	8	14
Asset Size (Millions)	22	$6.0	$7.3	$7.0	$8.0
BRANCH MANAGER					
Base Salary	6	$22,000	$27,500	$29,000	$30,000
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,000	27,500	29,000	30,000
Age	6	33	40	39	44
Years with Present Bank	6	1	1	1	1
Years in Position	6	0	1	1	1
No. of Employees Supervised	6	5	11	12	16
Asset Size (Millions)	6	$6.0	$7.5	$7.5	$8.5
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	8	$24,500	$29,783	$30,500	$33,760
Bonus		INSUFFICIENT DATA			
Total Compensation	8	24,500	29,783	30,500	33,760
Age	8	37	45	43	53
Years with Present Bank	8	0	1	1	1
Years in Position	8	0	1	1	1
No. of Employees Supervised	8	1	4	2	2
Asset Size (Millions)	8	$5.0	$6.9	$6.5	$8.0

GEOGRAPHIC REGION: 9
ASSET SIZE: LESS THAN $10 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CONTROLLER					
Base Salary	10	$21,250	$27,782	$26,000	$30,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,350	28,132	26,000	30,950
Age	10	31	35	33	37
Years with Present Bank	9	1	1	1	1
Years in Position	9	1	1	1	1
No. of Employees Supervised	10	6	10	10	11
Asset Size (Millions)	10	$6.0	$7.3	$7.5	$8.0
GENERAL LOAN OFFICER					
Base Salary	7	$15,600	$21,642	$22,500	$24,248
Bonus		INSUFFICIENT DATA			
Total Compensation	7	15,600	21,642	22,500	24,248
Age	7	28	37	34	46
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	2	1	3
No. of Employees Supervised	7	0	4	2	5
Asset Size (Millions)	7	$6.5	$7.6	$8.0	$8.0
OPERATIONS OFFICER-SR.					
Base Salary	14	$15,120	$18,577	$18,900	$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	14	15,120	18,719	18,900	20,075
Age	14	32	37	35	39
Years with Present Bank	14	1	1	1	1
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	6	10	9	15
Asset Size (Millions)	14	$5.5	$7.2	$7.5	$8.0
OPERATIONS OFFICER-JR.					
Base Salary	6	$13,178	$16,626	$16,500	$18,250
Bonus		INSUFFICIENT DATA			
Total Compensation	6	13,178	16,626	16,500	18,250
Age	6	27	33	34	37
Years with Present Bank	6	1	1	1	2
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	7	10	9	10
Asset Size (Millions)	6	$6.0	$7.0	$6.5	$7.5

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $10 TO $19 MILLION

Of the 167 banks submitting data for the Pacific region, 31 banks were in the $10 to $19 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Instalment Loan Collector
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	31	$37,700	$45,169	$42,250	$47,750
Bonus	13	2,500	7,556	7,000	8,898
Total Compensation	31	38,200	48,338	44,750	50,952
Age	30	41	47	45	50
Years with Present Bank	30	2	3	2	3
Years in Position	31	2	3	2	3
No. of Employees Supervised	31	15	20	20	24
Asset Size (Millions)	31	$11.0	$13.8	$13.0	$17.0
SECOND RANKING OFFICER					
Base Salary	27	$25,250	$32,979	$31,000	$37,550
Bonus	11	625	3,065	2,000	5,000
Total Compensation	27	25,900	34,228	31,450	38,460
Age	27	35	42	39	48
Years with Present Bank	26	2	3	3	4
Years in Position	27	1	2	2	3
No. of Employees Supervised	27	5	16	15	22
Asset Size (Millions)	27	$11.0	$14.1	$13.0	$17.5
BRANCH MANAGER					
Base Salary	11	$21,000	$26,865	$25,000	$29,160
Bonus		INSUFFICIENT DATA			
Total Compensation	11	21,000	27,729	25,000	32,353
Age	11	36	41	38	43
Years with Present Bank	11	1	3	2	4
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	4	13	14	18
Asset Size (Millions)	11	$12.0	$15.5	$17.0	$18.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$24,208	$32,003	$28,600	$31,800
Bonus		INSUFFICIENT DATA			
Total Compensation	5	25,362	33,015	28,850	31,925
Age	5	30	37	41	42
Years with Present Bank	5	1	2	1	2
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	0	0	0	1
Asset Size (Millions)	5	$11.5	$13.8	$13.0	$13.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	18	$22,100	$29,236	$27,625	$33,500
Bonus	6	375	2,839	2,356	3,856
Total Compensation	18	22,100	30,182	28,150	33,500
Age	18	35	42	40	45
Years with Present Bank	17	1	2	1	2
Years in Position	18	1	2	1	2
No. of Employees Supervised	18	1	4	2	3
Asset Size (Millions)	18	$10.0	$13.6	$12.5	$16.0
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	$19,600	$24,533	$24,000	$25,900
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,600	24,670	24,000	26,265
Age	9	32	39	35	43
Years with Present Bank	9	1	1	1	2
Years in Position	9	1	1	1	1
No. of Employees Supervised	9	0	1	1	2
Asset Size (Millions)	9	$12.0	$14.8	$14.0	$16.5
CONTROLLER					
Base Salary	10	$22,500	$29,080	$30,000	$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,708	29,538	30,000	32,584
Age	10	38	46	46	54
Years with Present Bank	10	1	2	1	2
Years in Position	9	1	1	1	2
No. of Employees Supervised	10	3	13	14	16
Asset Size (Millions)	10	$11.0	$14.6	$14.0	$17.5
GENERAL LOAN OFFICER					
Base Salary	9	$20,400	$23,000	$22,200	$24,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,400	23,992	22,200	26,064
Age	9	34	40	41	46
Years with Present Bank	8	1	3	3	4
Years in Position	9	1	2	1	2
No. of Employees Supervised	9	0	3	2	3
Asset Size (Millions)	9	$12.5	$15.0	$14.0	$16.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $10 TO $19 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-SR.					
Base Salary	6	$16,900	$20,883	$18,250	$22,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,925	20,933	18,250	22,925
Age	6	29	38	37	37
Years with Present Bank	6	1	2	1	2
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	$10.5	$12.2	$12.5	$13.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	7	$7,975	$15,393	$18,000	$19,100
Bonus		INSUFFICIENT DATA			
Total Compensation	7	8,169	15,748	18,100	19,100
Age	7	26	34	37	39
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	1	1	1
No. of Employees Supervised	7	0	1	1	2
Asset Size (Millions)	7	$10.0	$12.3	$12.0	$13.0
OPERATIONS OFFICER-SR.					
Base Salary	18	$16,800	$20,217	$19,500	$20,750
Bonus	5	175	916	276	313
Total Compensation	18	16,975	20,471	19,500	20,750
Age	18	31	37	37	40
Years with Present Bank	17	1	3	2	4
Years in Position	17	1	2	1	1
No. of Employees Supervised	18	10	14	14	16
Asset Size (Millions)	18	$11.5	$14.0	$13.5	$16.0
OPERATIONS OFFICER-JR.					
Base Salary	14	$12,000	$15,900	$15,300	$18,000
Bonus	5	100	256	262	291
Total Compensation	14	12,160	15,992	15,550	18,000
Age	14	25	32	29	36
Years with Present Bank	13	1	2	2	3
Years in Position	14	1	1	1	1
No. of Employees Supervised	14	7	10	11	13
Asset Size (Millions)	14	$10.5	$14.5	$13.5	$18.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $20 TO $29 MILLION

Of the 167 banks submitting data for the Pacific region, 17 banks were in the $20 to $29 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Personnel Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	17	$45,500	$53,104	$50,000	$60,000
Bonus	12	5,000	10,787	9,221	12,000
Total Compensation	17	49,650	60,718	55,000	62,875
Age	17	44	51	50	56
Years with Present Bank	17	2	5	4	5
Years in Position	17	2	4	3	5
No. of Employees Supervised	17	24	34	30	44
Asset Size (Millions)	17	$20.5	$23.5	$24.0	$25.0
SECOND RANKING OFFICER					
Base Salary	15	$33,500	$42,390	$41,000	$47,500
Bonus	9	3,300	8,377	5,000	8,500
Total Compensation	15	36,000	47,416	42,500	54,750
Age	15	41	46	44	51
Years with Present Bank	15	1	3	2	5
Years in Position	15	1	3	2	4
No. of Employees Supervised	15	6	24	21	38
Asset Size (Millions)	15	$20.5	$23.6	$24.0	$25.0
BRANCH MANAGER					
Base Salary	9	$23,500	$27,802	$30,000	$30,800
Bonus	5	650	2,569	3,600	3,772
Total Compensation	9	24,332	29,229	32,400	33,000
Age	9	34	41	38	44
Years with Present Bank	9	1	2	2	2
Years in Position	9	1	1	1	2
No. of Employees Supervised	9	3	15	9	20
Asset Size (Millions)	9	$20.5	$23.7	$25.0	$25.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	9	$19,100	$28,593	$26,000	$29,800
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,700	29,978	26,000	31,700
Age	9	33	40	35	37
Years with Present Bank	9	1	1	1	1
Years in Position	9	0	1	1	1
No. of Employees Supervised	9	0	2	1	3
Asset Size (Millions)	9	$21.0	$23.9	$25.0	$25.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $20 TO $29 MILLION

COMMERCIAL LOAN OFFICER-SR.	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	12	$32,500	$36,371	$36,500	$40,000
Bonus	6	3,000	5,358	4,075	6,275
Total Compensation	12	34,000	39,050	38,200	48,000
Age	12	34	39	37	40
Years with Present Bank	12	0	5	2	4
Years in Position	12	0	2	1	3
No. of Employees Supervised	12	2	9	4	8
Asset Size (Millions)	12	$20.0	$23.7	$24.5	$25.0

COMMERCIAL LOAN OFFICER-JR.	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	9	$18,500	$23,811	$25,500	$27,000
Bonus		INSUFFICIENT DATA			
Total Compensation	9	18,650	24,644	25,500	27,000
Age	9	33	42	37	47
Years with Present Bank	9	0	2	2	3
Years in Position	9	0	1	2	2
No. of Employees Supervised	9	0	1	1	3
Asset Size (Millions)	9	$22.5	$24.2	$25.0	$25.0

CONTROLLER	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$27,000	$32,213	$29,900	$32,000
Bonus	6	1,375	2,592	2,400	3,000
Total Compensation	8	28,200	34,156	33,000	35,000
Age	8	30	42	38	52
Years with Present Bank	7	1	2	2	3
Years in Position	7	1	2	2	2
No. of Employees Supervised	8	2	17	10	20
Asset Size (Millions)	8	$20.0	$22.8	$22.5	$25.0

GENERAL LOAN OFFICER	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$17,700	$22,433	$21,850	$23,100
Bonus		INSUFFICIENT DATA			
Total Compensation	6	18,450	23,183	21,850	24,600
Age	6	29	38	37	44
Years with Present Bank	6	1	2	2	3
Years in Position	6	1	2	1	2
No. of Employees Supervised	6	0	1	1	1
Asset Size (Millions)	6	$23.0	$24.7	$25.0	$25.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $20 TO $29 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER-JR.					
Base Salary	8	$15,000	$19,545	$17,750	$18,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,000	19,990	17,800	19,500
Age	8	28	33	34	34
Years with Present Bank	8	1	3	2	4
Years in Position	8	1	1	1	2
No. of Employees Supervised	8	0	1	1	1
Asset Size (Millions)	8	$20.0	$24.0	$25.0	$25.0
OPERATIONS OFFICER-SR.					
Base Salary	15	$17,500	$21,928	$23,000	$25,250
Bonus	6	1,250	2,517	1,700	3,002
Total Compensation	15	18,000	22,935	25,100	25,650
Age	15	30	39	39	44
Years with Present Bank	15	1	3	2	4
Years in Position	15	0	1	1	2
No. of Employees Supervised	15	7	17	20	27
Asset Size (Millions)	15	$20.5	$23.6	$24.0	$25.0
OPERATIONS OFFICER-JR.					
Base Salary	12	$14,000	$15,737	$15,670	$17,500
Bonus	5	700	1,658	1,300	1,900
Total Compensation	12	14,400	16,427	16,650	18,000
Age	12	27	33	33	35
Years with Present Bank	12	1	4	2	4
Years in Position	12	1	2	1	2
No. of Employees Supervised	12	6	15	12	17
Asset Size (Millions)	12	$21.0	$23.6	$24.0	$25.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $30 TO $39 MILLION

Of the 167 banks submitting data for the Pacific region, six banks were in the $30 to $39 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer
Branch Manager
Business Development Officer
Commercial Loan Officer-Sr.
Commercial Loan Officer-Jr.
Controller
General Loan Officer
Instalment Loan Collector
Instalment Loan Officer-Sr.
Instalment Loan Officer-Jr.
Internal Auditing Officer
Mortgage Loan Officer
Officer Trainee
Operations Officer-Jr.
Personnel Officer

GEOGRAPHIC REGION: 9
ASSET SIZE: $30 TO $39 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$41,000	$52,560	$49,080	$54,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	43,595	54,811	51,500	56,938
Age	6	42	49	47	50
Years with Present Bank	6	4	14	7	17
Years in Position	6	2	5	4	6
No. of Employees Supervised	6	21	43	44	49
Asset Size (Millions)	6	$31.0	$35.7	$37.0	$39.0
SECOND RANKING OFFICER					
Base Salary	6	$33,350	$38,230	$38,740	$41,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	35,393	40,094	40,700	41,700
Age	6	37	45	45	47
Years with Present Bank	6	4	13	8	17
Years in Position	6	3	7	8	8
No. of Employees Supervised	6	10	36	36	43
Asset Size (Millions)	6	$31.0	$35.7	$37.0	$39.0
OPERATIONS OFFICER-SR.					
Base Salary	6	$16,494	$19,881	$19,650	$19,900
Bonus		INSUFFICIENT DATA			
Total Compensation	6	16,494	20,847	20,213	21,296
Age	6	32	40	39	45
Years with Present Bank	6	3	9	8	11
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	11	23	23	31
Asset Size (Millions)	6	$31.0	$35.7	$37.0	$39.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $40 TO $49 MILLION

Of the 167 banks submitting data for the Pacific region, 21 banks were in the $40 to $49 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Agricultural Loan Officer

In a few of the positions detailed in this asset size category, the figures for bank assets may exceed $49 million. The reason for this being is that banks with assets just over $50 million were instructed to complete the under $50 million survey form for tabulation purposes.

GEOGRAPHIC REGION: 9
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	21	$49,000	$59,112	$60,000	$68,750
Bonus	10	2,713	20,212	8,529	25,000
Total Compensation	21	52,000	68,737	60,816	72,000
Age	20	45	53	52	60
Years with Present Bank	21	3	11	7	15
Years in Position	21	3	8	7	9
No. of Employees Supervised	20	43	64	75	87
Asset Size (Millions)	21	$43.0	$47.4	$47.0	$50.0
SECOND RANKING OFFICER					
Base Salary	18	$35,160	$41,385	$41,200	$44,500
Bonus	8	655	3,828	3,250	4,500
Total Compensation	18	35,400	43,087	42,840	47,400
Age	17	42	45	43	46
Years with Present Bank	18	3	8	6	9
Years in Position	18	2	5	4	7
No. of Employees Supervised	17	20	59	66	85
Asset Size (Millions)	18	$43.0	$47.3	$46.5	$49.5
BRANCH MANAGER					
Base Salary	21	$24,300	$29,307	$28,200	$31,750
Bonus	7	544	1,659	1,925	2,000
Total Compensation	21	24,813	29,860	29,800	33,000
Age	20	35	41	41	45
Years with Present Bank	21	2	5	4	5
Years in Position	21	1	3	2	4
No. of Employees Supervised	19	11	19	19	26
Asset Size (Millions)	21	$43.0	$47.4	$47.0	$50.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	7	$26,290	$33,969	$31,000	$35,600
Bonus		INSUFFICIENT DATA			
Total Compensation	7	26,290	33,969	31,000	35,600
Age	6	34	45	45	49
Years with Present Bank	7	1	7	3	11
Years in Position	7	0	2	2	4
No. of Employees Supervised	6	0	14	1	3
Asset Size (Millions)	7	$42.0	$47.0	$46.0	$50.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN OFFICER-SR.					
Base Salary	14	$23,220	$31,274	$30,100	$36,750
Bonus		INSUFFICIENT DATA			
Total Compensation	14	23,470	31,459	30,394	36,750
Age	13	37	45	42	54
Years with Present Bank	14	2	4	4	4
Years in Position	14	1	3	2	3
No. of Employees Supervised	12	1	8	5	8
Asset Size (Millions)	14	$43.0	$48.3	$48.5	$50.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	8	$18,360	$22,889	$21,300	$26,500
Bonus		INSUFFICIENT DATA			
Total Compensation	8	18,360	23,037	21,300	26,500
Age	7	27	35	34	37
Years with Present Bank	8	1	6	2	3
Years in Position	8	1	3	2	3
No. of Employees Supervised	7	0	3	1	4
Asset Size (Millions)	8	$43.0	$48.8	$50.0	$52.0
CONTROLLER					
Base Salary	14	$19,000	$28,919	$31,125	$34,800
Bonus		INSUFFICIENT DATA			
Total Compensation	14	19,178	29,388	31,125	36,100
Age	13	38	44	45	51
Years with Present Bank	14	2	7	6	9
Years in Position	14	1	4	2	6
No. of Employees Supervised	13	1	28	2	45
Asset Size (Millions)	14	$43.0	$47.3	$47.5	$50.5
GENERAL LOAN OFFICER					
Base Salary	12	$17,280	$22,207	$20,250	$24,600
Bonus		INSUFFICIENT DATA			
Total Compensation	12	17,400	22,467	20,250	24,600
Age	11	31	38	35	44
Years with Present Bank	12	2	4	4	5
Years in Position	12	1	2	3	3
No. of Employees Supervised	11	0	6	3	6
Asset Size (Millions)	12	$43.0	$47.4	$46.5	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN COLLECTOR					
Base Salary	7	$11,820	$16,970	$15,900	$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,820	16,970	15,900	21,000
Age	7	26	36	31	43
Years with Present Bank	7	1	2	1	3
Years in Position	7	1	1	1	1
No. of Employees Supervised	5	0	1	0	0
Asset Size (Millions)	7	$43.0	$47.4	$47.0	$49.5
INSTALMENT LOAN OFFICER-SR.					
Base Salary	10	$18,900	$22,565	$23,000	$25,000
Bonus		INSUFFICIENT DATA			
Total Compensation	10	18,900	22,867	23,250	25,513
Age	9	33	43	47	49
Years with Present Bank	10	2	5	4	5
Years in Position	10	1	3	3	4
No. of Employees Supervised	8	0	9	2	5
Asset Size (Millions)	10	$43.0	$47.9	$49.0	$50.0
INSTALMENT LOAN OFFICER-JR.					
Base Salary	11	$14,520	$16,992	$16,800	$18,600
Bonus		INSUFFICIENT DATA			
Total Compensation	11	14,679	17,261	16,800	19,244
Age	11	29	33	32	37
Years with Present Bank	11	2	4	3	5
Years in Position	11	1	2	2	3
No. of Employees Supervised	9	0	4	3	5
Asset Size (Millions)	11	$43.0	$47.6	$49.0	$50.0
INTERNAL AUDITING OFFICER					
Base Salary	9	$19,290	$22,220	$20,700	$23,250
Bonus		INSUFFICIENT DATA			
Total Compensation	9	19,290	22,220	20,700	23,250
Age	9	30	41	42	46
Years with Present Bank	9	1	5	2	5
Years in Position	9	1	2	1	3
No. of Employees Supervised	9	0	10	0	1
Asset Size (Millions)	9	$44.5	$47.9	$47.0	$49.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $40 TO $49 MILLION

MORTGAGE LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$20,850	$28,860	$27,900	$32,500
Bonus		INSUFFICIENT DATA			
Total Compensation	10	21,100	29,300	28,194	34,000
Age	10	33	41	42	42
Years with Present Bank	10	1	4	4	7
Years in Position	10	1	2	2	3
No. of Employees Supervised	9	1	6	3	5
Asset Size (Millions)	10	$43.0	$46.3	$45.5	$49.0

OFFICER TRAINEE

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$12,600	$14,958	$15,300	$16,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,600	15,001	15,300	16,800
Age	8	23	27	27	28
Years with Present Bank	8	1	2	2	2
Years in Position	8	1	1	1	2
No. of Employees Supervised	8	0	1	0	0
Asset Size (Millions)	8	$44.0	$47.0	$47.0	$49.0

OPERATIONS OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	18	$18,450	$21,984	$21,800	$23,250
Bonus	5	503	1,186	1,000	1,463
Total Compensation	18	18,450	22,314	22,410	23,800
Age	17	34	39	36	40
Years with Present Bank	18	1	6	5	8
Years in Position	18	1	3	2	6
No. of Employees Supervised	16	10	24	20	25
Asset Size (Millions)	18	$43.0	$47.5	$46.5	$50.5

OPERATIONS OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$13,200	$15,558	$15,000	$17,400
Bonus		INSUFFICIENT DATA			
Total Compensation	13	13,344	15,581	15,000	17,400
Age	12	31	38	38	40
Years with Present Bank	13	2	4	4	5
Years in Position	13	1	2	2	2
No. of Employees Supervised	10	9	13	16	18
Asset Size (Millions)	13	$43.0	$47.5	$46.0	$49.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $40 TO $49 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER					
Base Salary	12	$18,000	$21,531	$21,835	$24,000
Bonus		INSUFFICIENT DATA			
Total Compensation	12	18,000	21,766	21,835	24,000
Age	12	31	40	38	42
Years with Present Bank	12	2	5	4	7
Years in Position	11	1	3	2	3
No. of Employees Supervised	10	0	8	3	5
Asset Size (Millions)	12	$43.0	$46.1	$45.5	$48.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $50 TO $99 MILLION

Of the 167 banks submitting data for the Pacific region, 20 banks were in the $50 to $99 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Correspondent Bank Officer-Sr.
Instalment Loan Department Manager
International Banking Officer-Sr.
Mortgage Loan Officer
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Trust Department Officer-Sr.
Trust Operations Manager

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	20	$45,600	$64,469	$60,504	$75,000
Bonus	7	3,188	34,191	19,965	61,500
Total Compensation	20	45,600	76,436	62,504	85,000
Age	20	46	50	49	54
Years with Present Bank	20	3	9	8	13
Years in Position	20	1	5	4	7
No. of Employees Supervised	19	71	118	118	168
Asset Size (Millions)	20	$65.0	$73.3	$71.5	$81.0
BANK INVESTMENT OFFICER-SR.					
Base Salary	7	$24,228	$32,464	$35,000	$36,846
Bonus		INSUFFICIENT DATA			
Total Compensation	7	24,728	33,053	35,000	37,096
Age	7	46	52	51	57
Years with Present Bank	7	3	9	8	11
Years in Position	7	2	6	3	7
No. of Employees Supervised	6	1	6	3	4
Asset Size (Millions)	7	$57.5	$72.6	$72.0	$79.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	17	$35,400	$42,183	$40,000	$48,502
Bonus	7	2,800	9,443	5,000	7,000
Total Compensation	17	36,050	46,071	41,350	50,575
Age	17	36	43	43	51
Years with Present Bank	17	2	5	4	8
Years in Position	17	1	4	3	5
No. of Employees Supervised	16	70	105	121	130
Asset Size (Millions)	17	$62.0	$73.1	$71.0	$79.0
BRANCH MANAGER-LARGE(31+)					
Base Salary	11	$24,925	$31,630	$32,000	$34,900
Bonus		INSUFFICIENT DATA			
Total Compensation	11	25,925	32,294	34,000	34,900
Age	11	34	43	42	47
Years with Present Bank	11	4	8	6	9
Years in Position	11	1	2	1	4
No. of Employees Supervised	11	27	33	32	39
Asset Size (Millions)	11	$64.0	$74.1	$72.0	$79.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	18	$24,102	$29,104	$28,700	$32,070
Bonus	6	1,039	3,371	2,000	5,825
Total Compensation	18	24,102	30,228	29,539	32,100
Age	18	35	42	40	45
Years with Present Bank	18	2	7	5	8
Years in Position	18	1	3	2	3
No. of Employees Supervised	18	15	19	20	24
Asset Size (Millions)	18	$69.5	$74.7	$72.0	$81.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	11	$20,440	$23,918	$24,000	$26,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	20,862	24,142	24,000	26,100
Age	11	31	36	37	40
Years with Present Bank	11	2	5	4	8
Years in Position	11	1	2	1	2
No. of Employees Supervised	11	5	7	8	10
Asset Size (Millions)	11	$65.0	$74.2	$72.0	$81.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	$39,000	$46,000	$40,000	$43,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	40,500	49,460	43,000	49,500
Age	5	42	47	48	49
Years with Present Bank	5	1	3	2	4
Years in Position	5	1	3	2	3
No. of Employees Supervised	5	3	39	7	34
Asset Size (Millions)	5	$67.0	$72.4	$70.0	$73.5
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$20,400	$24,582	$22,300	$23,684
Bonus		INSUFFICIENT DATA			
Total Compensation	5	20,400	25,641	22,300	23,684
Age	5	33	41	43	45
Years with Present Bank	5	1	5	1	3
Years in Position	5	0	1	1	1
No. of Employees Supervised	5	0	8	0	0
Asset Size (Millions)	5	$64.0	$70.6	$70.0	$71.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	$27,700	$32,480	$30,000	$31,000
Bonus		INSUFFICIENT DATA			
Total Compensation	5	27,700	34,080	30,000	32,500
Age	5	34	46	40	49
Years with Present Bank	5	2	6	6	7
Years in Position	5	1	1	1	1
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$56.0	$66.0	$59.0	$67.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	8	$30,000	$37,393	$35,220	$42,000
Bonus	5	1,375	4,450	2,500	4,750
Total Compensation	8	32,500	40,174	35,720	43,950
Age	8	37	38	38	39
Years with Present Bank	8	2	4	3	6
Years in Position	8	1	2	2	2
No. of Employees Supervised	8	2	9	8	12
Asset Size (Millions)	8	$65.0	$72.0	$71.0	$77.0
COMMERCIAL LOAN OFFICER					
Base Salary	13	$22,400	$27,099	$26,000	$28,902
Bonus		INSUFFICIENT DATA			
Total Compensation	13	23,400	27,707	26,200	28,992
Age	13	35	40	40	42
Years with Present Bank	13	1	7	4	11
Years in Position	13	1	3	1	3
No. of Employees Supervised	13	0	6	1	3
Asset Size (Millions)	13	$69.5	$76.2	$72.0	$82.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	7	$16,500	$21,950	$23,520	$24,766
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,500	22,143	23,520	24,866
Age	7	33	38	37	41
Years with Present Bank	7	2	5	3	8
Years in Position	7	1	2	2	3
No. of Employees Supervised	7	0	3	1	2
Asset Size (Millions)	7	$64.0	$72.0	$71.0	$76.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	6	$20,625	$28,608	$28,950	$31,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,625	29,958	30,200	33,500
Age	6	33	40	35	42
Years with Present Bank	6	2	4	3	4
Years in Position	6	1	2	2	3
No. of Employees Supervised	6	8	16	16	17
Asset Size (Millions)	6	$64.0	$75.7	$73.0	$79.0
FINANCIAL OFFICER-SR.					
Base Salary	14	$26,350	$33,644	$33,000	$37,750
Bonus	6	2,709	7,216	4,250	8,440
Total Compensation	14	26,450	36,737	34,750	42,813
Age	14	35	42	40	47
Years with Present Bank	14	2	5	4	8
Years in Position	14	0	2	2	2
No. of Employees Supervised	14	4	11	8	10
Asset Size (Millions)	14	$67.0	$74.8	$71.5	$81.5
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	7	$13,800	$18,593	$19,000	$20,000
Bonus		INSUFFICIENT DATA			
Total Compensation	7	13,800	18,947	19,000	20,000
Age	7	28	35	33	38
Years with Present Bank	7	0	2	2	3
Years in Position	7	0	1	1	2
No. of Employees Supervised	7	1	4	2	3
Asset Size (Millions)	7	$64.0	$78.1	$81.0	$84.0
INSTALMENT LOAN OFFICER					
Base Salary	18	$15,600	$18,578	$18,000	$19,752
Bonus		INSUFFICIENT DATA			
Total Compensation	18	15,600	18,789	18,250	19,752
Age	18	31	41	37	48
Years with Present Bank	18	2	7	4	7
Years in Position	18	1	2	2	2
No. of Employees Supervised	18	0	3	1	2
Asset Size (Millions)	18	$69.5	$74.7	$72.0	$81.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	14	$22,260	$26,440	$25,950	$29,520
Bonus		INSUFFICIENT DATA			
Total Compensation	14	22,260	26,940	25,950	29,520
Age	14	40	48	49	54
Years with Present Bank	14	2	7	5	9
Years in Position	14	1	4	2	5
No. of Employees Supervised	14	1	1	1	2
Asset Size (Millions)	14	$62.0	$73.3	$71.5	$81.5
LOAN REVIEW OFFICER					
Base Salary	9	$21,800	$30,387	$25,000	$33,096
Bonus		INSUFFICIENT DATA			
Total Compensation	9	22,099	31,041	25,000	33,096
Age	9	37	45	42	48
Years with Present Bank	9	1	4	1	5
Years in Position	9	0	2	1	1
No. of Employees Supervised	9	0	20	9	14
Asset Size (Millions)	9	$70.5	$78.0	$76.0	$81.5
MARKETING DIRECTOR					
Base Salary	8	$20,400	$33,133	$28,130	$36,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	21,000	33,708	28,130	38,500
Age	8	35	43	44	48
Years with Present Bank	8	2	6	5	9
Years in Position	8	1	3	3	3
No. of Employees Supervised	8	0	9	1	2
Asset Size (Millions)	8	$72.0	$81.5	$79.5	$85.0
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	6	$20,012	$31,087	$31,750	$40,950
Bonus		INSUFFICIENT DATA			
Total Compensation	6	20,791	33,814	34,150	45,850
Age	6	33	42	40	47
Years with Present Bank	6	3	4	4	6
Years in Position	6	2	3	3	4
No. of Employees Supervised	6	3	11	5	12
Asset Size (Millions)	6	$62.5	$74.8	$74.0	$79.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $50 TO $99 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
NEW ACCOUNTS OFFICER					
Base Salary	7	$11,430	$15,519	$13,770	$14,400
Bonus		INSUFFICIENT DATA			
Total Compensation	7	11,655	15,736	14,344	14,400
Age	7	26	41	47	52
Years with Present Bank	7	2	4	3	8
Years in Position	7	1	1	1	2
No. of Employees Supervised	7	1	4	3	5
Asset Size (Millions)	7	$64.0	$70.4	$71.0	$73.5
OPERATIONS OFFICER-SR.					
Base Salary	19	$17,970	$24,923	$25,500	$29,952
Bonus	5	600	1,380	1,000	1,200
Total Compensation	19	18,250	25,287	25,500	29,952
Age	19	33	42	41	50
Years with Present Bank	19	2	8	5	9
Years in Position	19	1	2	1	3
No. of Employees Supervised	18	18	46	29	61
Asset Size (Millions)	19	$67.0	$74.2	$72.0	$81.5
PERSONNEL OFFICER-SR.					
Base Salary	13	$21,000	$24,985	$24,000	$28,250
Bonus		INSUFFICIENT DATA			
Total Compensation	13	21,250	25,576	26,000	28,250
Age	13	35	48	48	59
Years with Present Bank	13	2	6	4	9
Years in Position	13	1	3	2	4
No. of Employees Supervised	13	1	16	2	3
Asset Size (Millions)	13	$70.5	$77.8	$76.0	$82.5
TRAINING DIRECTOR					
Base Salary	7	$16,500	$22,171	$21,200	$23,900
Bonus		INSUFFICIENT DATA			
Total Compensation	7	16,650	22,871	21,200	24,400
Age	7	31	41	41	47
Years with Present Bank	7	2	7	5	9
Years in Position	7	2	2	2	3
No. of Employees Supervised	7	0	3	1	3
Asset Size (Millions)	7	$64.0	$76.0	$76.0	$79.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $100 TO $249 MILLION

Of the 167 banks submitting data for the Pacific region, 26 banks were in the $100 to $249 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Correspondent Bank Officer-Sr.
International Banking Officer-Sr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

CHIEF EXECUTIVE OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	26	$62,426	$79,713	$71,502	$88,173
Bonus	17	1,882	16,286	10,000	19,233
Total Compensation	26	64,079	90,361	77,984	107,000
Age	26	44	52	52	60
Years with Present Bank	26	5	10	9	15
Years in Position	26	3	8	6	10
No. of Employees Supervised	26	185	215	210	245
Asset Size (Millions)	26	$111.5	$148.2	$135.0	$178.5

BANK INVESTMENT OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	13	$35,020	$48,369	$49,680	$55,400
Bonus	5	1,376	7,426	2,808	5,459
Total Compensation	13	35,020	51,225	51,600	61,605
Age	13	40	46	42	50
Years with Present Bank	13	3	11	7	13
Years in Position	13	3	7	5	8
No. of Employees Supervised	13	3	34	5	7
Asset Size (Millions)	13	$106.5	$138.3	$129.0	$149.0

BRANCH ADMINISTRATION OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	22	$39,650	$49,137	$45,500	$59,100
Bonus	14	942	5,216	2,245	4,570
Total Compensation	22	40,867	52,456	45,770	63,450
Age	22	40	47	48	51
Years with Present Bank	22	3	9	8	11
Years in Position	22	2	4	3	5
No. of Employees Supervised	22	28	123	141	180
Asset Size (Millions)	22	$109.5	$152.1	$146.5	$191.0

BRANCH MANAGER-LARGE(31+)

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	20	$32,000	$36,029	$35,136	$39,200
Bonus	12	718	2,573	1,453	2,625
Total Compensation	20	32,000	37,573	36,785	42,000
Age	20	38	45	46	51
Years with Present Bank	20	2	5	4	8
Years in Position	20	1	4	3	6
No. of Employees Supervised	20	31	42	38	44
Asset Size (Millions)	20	$110.0	$149.7	$129.5	$200.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	26	$26,730	$30,719	$29,600	$32,625
Bonus	14	565	1,958	1,362	2,449
Total Compensation	26	27,530	31,773	30,750	33,042
Age	26	35	42	40	43
Years with Present Bank	26	2	6	3	8
Years in Position	26	1	5	2	5
No. of Employees Supervised	26	15	21	20	26
Asset Size (Millions)	26	$111.5	$148.2	$135.0	$178.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	17	$21,702	$25,513	$25,060	$26,690
Bonus	8	500	1,931	1,518	2,625
Total Compensation	17	22,590	26,421	25,623	28,448
Age	17	38	44	44	48
Years with Present Bank	17	2	7	5	9
Years in Position	17	1	4	2	4
No. of Employees Supervised	17	7	9	9	9
Asset Size (Millions)	17	$111.0	$145.4	$129.0	$166.5
BUSINESS DEVELOPMENT OFFICER-SR.					
Base Salary	5	$24,400	$29,360	$30,000	$31,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	24,450	30,220	31,500	33,250
Age	5	45	52	52	56
Years with Present Bank	5	3	5	3	5
Years in Position	5	3	4	3	4
No. of Employees Supervised	5	0	2	1	1
Asset Size (Millions)	5	$105.0	$124.6	$126.0	$133.0
BUSINESS DEVELOPMENT OFFICER					
Base Salary	5	$17,700	$23,354	$22,250	$23,485
Bonus		INSUFFICIENT DATA			
Total Compensation	5	17,700	23,791	22,714	23,717
Age	5	45	56	57	60
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	3	1	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$111.0	$146.0	$123.0	$152.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

COMMERCIAL CREDIT DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$21,950	$27,250	$26,800	$30,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	22,850	27,820	27,609	31,354
Age	6	34	43	39	45
Years with Present Bank	6	1	4	4	5
Years in Position	6	1	2	2	2
No. of Employees Supervised	6	1	5	5	7
Asset Size (Millions)	6	$126.5	$167.5	$170.0	$192.5

COMMERCIAL LOAN DEPT. MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	14	$31,496	$37,874	$37,270	$40,004
Bonus	7	650	9,748	1,250	4,050
Total Compensation	14	32,471	42,748	37,270	42,004
Age	14	35	45	43	51
Years with Present Bank	14	1	4	3	4
Years in Position	14	1	2	2	3
No. of Employees Supervised	14	5	26	9	16
Asset Size (Millions)	14	$111.5	$157.6	$155.0	$191.0

COMMERCIAL LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	23	$26,500	$30,735	$30,000	$35,050
Bonus	11	409	1,731	1,218	1,936
Total Compensation	23	27,611	31,563	30,625	35,550
Age	23	35	43	42	47
Years with Present Bank	23	1	3	1	3
Years in Position	23	1	2	1	2
No. of Employees Supervised	23	0	5	1	8
Asset Size (Millions)	23	$109.5	$150.3	$140.0	$191.0

COMMERCIAL LOAN OFFICER-JR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	16	$18,000	$20,853	$20,000	$21,300
Bonus	7	409	1,583	965	1,770
Total Compensation	16	18,896	21,546	20,333	24,500
Age	16	30	37	35	43
Years with Present Bank	16	1	3	2	3
Years in Position	16	1	2	2	2
No. of Employees Supervised	16	0	2	0	2
Asset Size (Millions)	16	$113.0	$149.4	$133.5	$182.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
EDP OFFICER-SR.					
Base Salary	14	$31,450	$34,923	$35,840	$38,000
Bonus	6	931	2,203	1,513	2,242
Total Compensation	14	32,000	35,867	36,760	38,792
Age	14	36	42	39	46
Years with Present Bank	14	1	5	1	6
Years in Position	14	1	2	1	3
No. of Employees Supervised	14	11	22	15	22
Asset Size (Millions)	14	$118.0	$162.0	$161.0	$202.5
FINANCIAL OFFICER-SR.					
Base Salary	16	$26,500	$35,817	$34,200	$42,000
Bonus	8	479	9,080	931	3,600
Total Compensation	16	27,162	40,356	34,300	47,600
Age	16	34	43	40	52
Years with Present Bank	16	3	8	8	9
Years in Position	16	1	3	3	4
No. of Employees Supervised	16	3	15	5	10
Asset Size (Millions)	16	$117.0	$151.6	$135.0	$182.0
INSTALMENT LOAN COLLECTION MANAGER					
Base Salary	8	$16,128	$18,908	$18,700	$21,000
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,200	19,393	19,125	21,875
Age	8	32	41	41	42
Years with Present Bank	8	1	6	3	3
Years in Position	8	1	5	2	3
No. of Employees Supervised	8	0	3	3	4
Asset Size (Millions)	8	$113.0	$166.8	$170.0	$203.0
INSTALMENT LOAN DEPARTMENT MANAGER					
Base Salary	10	$23,025	$27,159	$25,422	$27,650
Bonus	6	516	1,088	884	1,167
Total Compensation	10	23,459	27,812	26,700	28,317
Age	10	38	45	43	49
Years with Present Bank	10	1	7	5	8
Years in Position	10	1	4	2	5
No. of Employees Supervised	10	4	9	6	11
Asset Size (Millions)	10	$109.5	$150.0	$148.5	$179.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INSTALMENT LOAN OFFICER					
Base Salary	21	$16,350	$18,697	$17,400	$19,750
Bonus	8	337	1,178	712	1,400
Total Compensation	21	16,579	19,146	18,400	20,606
Age	21	30	40	34	49
Years with Present Bank	21	2	7	4	10
Years in Position	21	1	3	2	3
No. of Employees Supervised	21	0	2	1	2
Asset Size (Millions)	21	$111.0	$145.6	$130.0	$166.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	23	$21,600	$25,916	$26,880	$28,000
Bonus	10	720	1,421	1,065	1,990
Total Compensation	23	21,981	26,534	27,000	28,784
Age	23	32	42	38	49
Years with Present Bank	23	2	7	3	5
Years in Position	23	1	3	2	4
No. of Employees Supervised	23	1	3	2	3
Asset Size (Millions)	23	$111.0	$145.1	$130.0	$166.5
LOAN REVIEW OFFICER					
Base Salary	11	$22,093	$29,343	$31,300	$33,000
Bonus	5	220	802	763	1,015
Total Compensation	11	22,263	29,707	31,300	33,382
Age	11	37	53	57	64
Years with Present Bank	11	2	7	7	10
Years in Position	11	1	3	2	4
No. of Employees Supervised	11	0	3	0	3
Asset Size (Millions)	11	$124.5	$154.7	$147.0	$191.0
MARKETING DIRECTOR					
Base Salary	13	$26,004	$32,027	$33,000	$35,084
Bonus		INSUFFICIENT DATA			
Total Compensation	13	26,254	32,283	33,000	35,775
Age	13	35	44	45	50
Years with Present Bank	13	2	6	5	7
Years in Position	13	1	3	2	3
No. of Employees Supervised	13	1	2	1	3
Asset Size (Millions)	13	$125.0	$157.9	$158.0	$191.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	13	$28,050	$34,392	$34,800	$39,450
Bonus	8	569	1,891	1,331	2,760
Total Compensation	13	29,715	35,556	35,000	40,030
Age	13	37	47	47	54
Years with Present Bank	13	4	9	5	8
Years in Position	13	3	5	4	5
No. of Employees Supervised	13	3	7	6	9
Asset Size (Millions)	13	$124.5	$157.5	$153.0	$191.0
MORTGAGE LOAN OFFICER					
Base Salary	10	$21,700	$28,803	$27,600	$28,650
Bonus		INSUFFICIENT DATA			
Total Compensation	10	22,650	29,214	27,750	29,343
Age	10	30	36	36	40
Years with Present Bank	10	2	6	4	7
Years in Position	10	2	3	3	5
No. of Employees Supervised	10	3	6	4	8
Asset Size (Millions)	10	$133.5	$171.6	$170.0	$201.5
MORTGAGE LOAN OFFICER-JR.					
Base Salary	6	$14,640	$20,513	$19,400	$23,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	15,030	21,123	20,240	24,100
Age	6	29	39	37	44
Years with Present Bank	6	1	5	4	6
Years in Position	6	0	2	1	2
No. of Employees Supervised	6	0	3	1	3
Asset Size (Millions)	6	$119.5	$153.0	$148.5	$169.5
NEW ACCOUNTS OFFICER					
Base Salary	8	$12,540	$14,994	$14,700	$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	8	12,875	15,238	15,300	15,840
Age	8	25	38	36	42
Years with Present Bank	8	3	5	4	5
Years in Position	8	1	2	2	3
No. of Employees Supervised	8	1	4	3	4
Asset Size (Millions)	8	$117.0	$150.3	$135.0	$157.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	6	$12,000	$14,840	$13,020	$15,600
Bonus		INSUFFICIENT DATA			
Total Compensation	6	12,000	14,883	13,148	15,600
Age	6	23	26	24	26
Years with Present Bank	6	1	2	1	2
Years in Position	6	1	1	1	1
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$115.0	$130.0	$128.5	$135.0
OPERATIONS OFFICER-SR.					
Base Salary	23	$20,620	$26,138	$24,000	$29,086
Bonus	9	530	968	868	1,050
Total Compensation	23	21,420	26,517	25,000	29,379
Age	23	34	39	38	42
Years with Present Bank	23	3	7	5	8
Years in Position	23	1	3	2	4
No. of Employees Supervised	22	18	44	30	49
Asset Size (Millions)	23	$113.5	$151.4	$140.0	$191.0
PERSONNEL OFFICER-SR.					
Base Salary	24	$23,200	$26,165	$25,000	$28,200
Bonus	12	500	1,396	875	1,090
Total Compensation	24	23,580	26,863	25,476	31,020
Age	24	35	43	43	48
Years with Present Bank	24	2	6	4	7
Years in Position	24	1	3	2	4
No. of Employees Supervised	24	2	10	3	4
Asset Size (Millions)	24	$113.0	$146.7	$135.0	$175.0
SECURITY OFFICER-SR.					
Base Salary	9	$20,350	$22,200	$21,000	$22,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	20,566	22,418	22,000	22,425
Age	9	42	47	49	52
Years with Present Bank	9	1	7	3	8
Years in Position	9	1	2	2	2
No. of Employees Supervised	9	0	2	2	3
Asset Size (Millions)	9	$120.0	$161.4	$153.0	$188.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $100 TO $249 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRAINING DIRECTOR					
Base Salary	6	$17,169	$21,573	$20,050	$22,550
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,437	21,662	20,050	22,550
Age	6	32	36	34	39
Years with Present Bank	6	1	4	2	3
Years in Position	6	1	1	1	2
No. of Employees Supervised	6	0	1	1	2
Asset Size (Millions)	6	$109.0	$135.0	$128.5	$141.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	8	$33,000	$39,833	$41,250	$42,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	35,700	41,415	42,700	45,000
Age	8	37	48	50	52
Years with Present Bank	8	2	6	6	7
Years in Position	8	2	6	4	6
No. of Employees Supervised	8	5	10	7	9
Asset Size (Millions)	8	$117.0	$151.4	$135.0	$182.0
TRUST OPERATIONS MANAGER					
Base Salary	6	$21,250	$25,630	$26,550	$28,150
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,250	25,728	26,550	28,445
Age	6	32	40	38	42
Years with Present Bank	6	1	3	4	4
Years in Position	6	1	3	4	4
No. of Employees Supervised	6	4	6	4	5
Asset Size (Millions)	6	$115.0	$147.5	$135.0	$161.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $250 TO $499 MILLION

Of the 167 banks submitting data for the Pacific region, 11 banks were in the $250 to $499 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Business Development Officer-Sr.
Business Development Officer
Correspondent Bank Officer-Jr.
International Banking Officer-Sr.
Mortgage Loan Officer-Jr.
Officer Trainee-Master's Degree

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	11	$68,600	$93,535	$84,720	$109,500
Bonus		INSUFFICIENT DATA			
Total Compensation	11	71,400	115,953	84,720	110,500
Age	11	49	57	54	64
Years with Present Bank	11	9	19	17	24
Years in Position	11	3	9	8	12
No. of Employees Supervised	10	267	367	355	406
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5
ADVERTISING OFFICER					
Base Salary	5	$15,990	$22,692	$20,580	$22,740
Bonus		INSUFFICIENT DATA			
Total Compensation	5	15,990	22,692	20,580	22,740
Age	5	31	41	37	38
Years with Present Bank	5	3	9	3	8
Years in Position	5	2	6	3	3
No. of Employees Supervised	5	0	0	0	0
Asset Size (Millions)	5	$284.0	$348.2	$338.0	$368.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	9	$43,774	$49,542	$50,000	$51,861
Bonus	5	2,000	4,485	4,283	5,642
Total Compensation	9	44,774	52,033	52,000	54,003
Age	9	43	49	47	53
Years with Present Bank	9	7	14	13	16
Years in Position	9	3	7	6	9
No. of Employees Supervised	8	2	11	7	18
Asset Size (Millions)	9	$277.5	$314.8	$288.0	$326.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	10	$35,928	$50,589	$52,800	$57,720
Bonus		INSUFFICIENT DATA			
Total Compensation	10	37,445	52,107	53,020	60,000
Age	10	40	47	48	54
Years with Present Bank	10	7	12	9	13
Years in Position	10	2	4	3	5
No. of Employees Supervised	9	12	210	132	236
Asset Size (Millions)	10	$275.0	$317.5	$287.5	$338.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-LARGE(31+)					
Base Salary	11	$29,970	$35,705	$34,200	$39,210
Bonus		INSUFFICIENT DATA			
Total Compensation	11	31,650	36,739	34,200	41,383
Age	11	41	49	49	54
Years with Present Bank	11	4	11	8	12
Years in Position	11	2	7	6	9
No. of Employees Supervised	10	31	37	34	40
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	11	$27,900	$32,479	$31,200	$36,300
Bonus		INSUFFICIENT DATA			
Total Compensation	11	28,050	33,493	31,300	36,300
Age	11	33	42	41	44
Years with Present Bank	11	6	13	9	18
Years in Position	11	2	6	4	9
No. of Employees Supervised	10	18	22	21	23
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	10	$20,940	$27,284	$26,100	$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	20,940	27,699	27,050	29,275
Age	10	34	46	45	54
Years with Present Bank	10	2	7	5	11
Years in Position	10	1	2	2	3
No. of Employees Supervised	9	7	8	8	9
Asset Size (Millions)	10	$275.0	$309.1	$287.5	$326.5
COMMERCIAL CREDIT DEPT. MANAGER					
Base Salary	5	$26,775	$41,310	$45,000	$46,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	26,775	48,510	45,000	49,500
Age	5	34	42	36	42
Years with Present Bank	5	2	6	2	4
Years in Position	5	1	4	2	2
No. of Employees Supervised	5	6	9	10	12
Asset Size (Millions)	5	$269.0	$295.6	$287.0	$301.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	9	$33,690	$40,507	$40,440	$42,600
Bonus		INSUFFICIENT DATA			
Total Compensation	9	33,690	41,848	42,000	43,505
Age	9	36	44	41	44
Years with Present Bank	9	2	8	4	9
Years in Position	9	1	4	1	2
No. of Employees Supervised	8	2	14	6	16
Asset Size (Millions)	9	$275.0	$308.2	$288.0	$326.5
COMMERCIAL LOAN OFFICER					
Base Salary	9	$24,110	$32,147	$36,000	$36,350
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,110	32,938	36,000	38,000
Age	9	40	44	44	49
Years with Present Bank	9	0	7	2	7
Years in Position	9	0	2	1	2
No. of Employees Supervised	8	0	4	3	4
Asset Size (Millions)	9	$275.0	$308.2	$288.0	$326.5
COMMERCIAL LOAN OFFICER-JR.					
Base Salary	9	$17,500	$22,131	$20,400	$26,400
Bonus		INSUFFICIENT DATA			
Total Compensation	9	17,560	22,642	20,400	26,500
Age	9	28	32	33	35
Years with Present Bank	9	2	5	4	7
Years in Position	9	0	2	1	1
No. of Employees Supervised	8	0	2	1	2
Asset Size (Millions)	9	$275.0	$308.2	$288.0	$326.5
EDP OFFICER-SR.					
Base Salary	9	$24,450	$29,271	$30,000	$32,360
Bonus		INSUFFICIENT DATA			
Total Compensation	9	24,450	29,838	32,200	32,760
Age	9	37	40	38	41
Years with Present Bank	9	2	8	4	12
Years in Position	9	1	4	2	3
No. of Employees Supervised	8	2	13	9	12
Asset Size (Millions)	9	$277.5	$325.3	$315.0	$338.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

FINANCIAL OFFICER-SR.

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$31,300	$39,252	$40,800	$45,180
Bonus		INSUFFICIENT DATA			
Total Compensation	10	31,300	40,141	43,729	45,180
Age	10	36	44	44	48
Years with Present Bank	10	1	11	11	17
Years in Position	10	1	3	1	2
No. of Employees Supervised	9	4	8	10	11
Asset Size (Millions)	10	$275.0	$320.3	$301.5	$338.5

INSTALMENT LOAN COLLECTION MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	8	$16,500	$24,844	$23,100	$30,900
Bonus		INSUFFICIENT DATA			
Total Compensation	8	16,500	25,069	24,000	30,900
Age	8	35	45	46	48
Years with Present Bank	8	1	8	8	13
Years in Position	8	1	6	2	11
No. of Employees Supervised	8	2	6	5	8
Asset Size (Millions)	8	$275.0	$325.6	$301.0	$338.0

INSTALMENT LOAN DEPARTMENT MANAGER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	6	$27,980	$33,558	$31,443	$35,013
Bonus		INSUFFICIENT DATA			
Total Compensation	6	27,980	35,340	32,861	37,860
Age	6	41	51	50	55
Years with Present Bank	6	3	13	8	13
Years in Position	6	2	12	6	13
No. of Employees Supervised	5	0	9	5	6
Asset Size (Millions)	6	$273.0	$322.8	$326.5	$338.5

INSTALMENT LOAN OFFICER

	CASES	25TH	MEAN	MEDIAN	75TH
Base Salary	10	$16,400	$21,047	$20,721	$23,692
Bonus		INSUFFICIENT DATA			
Total Compensation	10	16,400	21,487	20,900	24,414
Age	10	30	39	37	41
Years with Present Bank	10	3	9	8	13
Years in Position	10	1	5	2	2
No. of Employees Supervised	9	0	2	1	2
Asset Size (Millions)	10	$275.0	$321.0	$301.5	$338.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
INTERNAL AUDITING OFFICER-SR.					
Base Salary	11	$26,275	$30,801	$30,000	$34,000
Bonus		INSUFFICIENT DATA			
Total Compensation	11	26,300	31,483	30,600	34,375
Age	11	32	43	39	49
Years with Present Bank	11	2	5	4	7
Years in Position	11	1	4	4	6
No. of Employees Supervised	10	4	6	6	8
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5
LOAN REVIEW OFFICER					
Base Salary	6	$17,520	$25,810	$24,710	$28,500
Bonus		INSUFFICIENT DATA			
Total Compensation	6	17,520	25,810	24,710	28,500
Age	6	31	44	42	52
Years with Present Bank	6	2	5	6	8
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	0	0	0
Asset Size (Millions)	6	$266.5	$330.2	$306.5	$368.5
MARKETING DIRECTOR					
Base Salary	10	$24,815	$32,837	$31,050	$36,800
Bonus		INSUFFICIENT DATA			
Total Compensation	10	26,292	33,279	31,650	36,800
Age	10	35	43	42	50
Years with Present Bank	10	2	8	8	9
Years in Position	10	1	5	3	4
No. of Employees Supervised	9	2	4	4	6
Asset Size (Millions)	10	$275.0	$320.2	$301.0	$338.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	9	$30,900	$39,059	$40,800	$44,870
Bonus		INSUFFICIENT DATA			
Total Compensation	9	30,900	39,779	40,800	45,050
Age	9	41	51	53	57
Years with Present Bank	9	4	10	9	14
Years in Position	9	2	4	2	5
No. of Employees Supervised	8	7	14	15	21
Asset Size (Millions)	9	$275.0	$321.7	$288.0	$338.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
MORTGAGE LOAN OFFICER					
Base Salary	8	$24,000	$28,488	$27,290	$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	24,000	28,800	27,290	31,000
Age	8	33	43	42	46
Years with Present Bank	8	2	9	8	10
Years in Position	8	1	4	3	3
No. of Employees Supervised	8	0	3	2	3
Asset Size (Millions)	8	$275.0	$323.5	$301.0	$338.0
NEW ACCOUNTS OFFICER					
Base Salary	6	$14,190	$16,298	$15,720	$16,409
Bonus		INSUFFICIENT DATA			
Total Compensation	6	14,190	16,298	15,720	16,409
Age	6	36	41	40	43
Years with Present Bank	6	4	7	7	9
Years in Position	6	1	2	1	1
No. of Employees Supervised	6	0	2	2	4
Asset Size (Millions)	6	$283.5	$338.0	$313.0	$368.5
OFFICER TRAINEE-BACHELOR'S DEGREE					
Base Salary	8	$10,500	$12,193	$11,670	$13,200
Bonus		INSUFFICIENT DATA			
Total Compensation	8	10,500	12,193	11,670	13,200
Age	8	23	25	25	26
Years with Present Bank	8	1	1	1	2
Years in Position	8	1	1	1	1
No. of Employees Supervised	8	0	0	0	0
Asset Size (Millions)	8	$275.0	$323.5	$301.0	$338.0
OPERATIONS OFFICER-SR.					
Base Salary	11	$30,740	$38,358	$36,360	$43,250
Bonus		INSUFFICIENT DATA			
Total Compensation	11	30,740	39,473	36,360	44,029
Age	11	34	42	44	46
Years with Present Bank	11	3	9	7	10
Years in Position	11	1	3	1	5
No. of Employees Supervised	10	11	54	36	53
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
PERSONNEL OFFICER-SR.					
Base Salary	11	$30,300	$36,172	$36,300	$43,100
Bonus		INSUFFICIENT DATA			
Total Compensation	11	30,300	37,010	36,300	44,529
Age	11	38	47	44	56
Years with Present Bank	11	4	13	9	17
Years in Position	11	2	8	4	10
No. of Employees Supervised	10	4	13	11	15
Asset Size (Millions)	11	$275.0	$317.3	$288.0	$338.5
SECURITY OFFICER-SR.					
Base Salary	7	$17,700	$26,880	$27,000	$29,750
Bonus		INSUFFICIENT DATA			
Total Compensation	7	18,450	27,380	27,000	30,750
Age	7	33	52	58	61
Years with Present Bank	7	4	13	10	17
Years in Position	7	2	3	4	5
No. of Employees Supervised	6	0	6	4	5
Asset Size (Millions)	7	$275.0	$315.4	$288.0	$327.0
TRAINING DIRECTOR					
Base Salary	8	$17,460	$24,997	$26,150	$28,800
Bonus		INSUFFICIENT DATA			
Total Compensation	8	17,460	25,647	27,200	29,400
Age	8	38	44	41	48
Years with Present Bank	8	1	9	8	10
Years in Position	8	1	3	2	2
No. of Employees Supervised	7	1	5	5	7
Asset Size (Millions)	8	$280.0	$333.8	$326.5	$339.0
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	7	$36,075	$43,488	$42,360	$47,850
Bonus		INSUFFICIENT DATA			
Total Compensation	7	37,550	45,198	42,360	50,150
Age	7	40	47	46	50
Years with Present Bank	7	2	7	5	10
Years in Position	7	1	5	4	8
No. of Employees Supervised	6	12	17	15	17
Asset Size (Millions)	7	$275.0	$315.4	$288.0	$327.0

GEOGRAPHIC REGION: 9
ASSET SIZE: $250 TO $499 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
TRUST OPERATIONS MANAGER					
Base Salary	5	$20,700	$23,540	$23,700	$24,350
Bonus		INSUFFICIENT DATA			
Total Compensation	5	21,450	24,340	23,700	25,600
Age	5	19	35	40	45
Years with Present Bank	5	2	6	4	5
Years in Position	5	1	4	4	5
No. of Employees Supervised		INSUFFICIENT DATA			
Asset Size (Millions)	5	$281.5	$330.6	$315.0	$327.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $500 TO $999 MILLION

Of the 167 banks submitting data for the Pacific region, six banks were in the $500 to $999 Million asset size category.

Survey results were tabulated only for positions for which five or more banks submitted data. Thus, because of insufficient data, no tables were printed for the following positions in this asset size category:

Advertising Officer
Business Development Officer-Sr.
Business Development Officer
Commercial Credit Department Manager
Commercial Loan Officer-Jr.
Correspondent Bank Officer-Sr.
EDP Officer-Sr.
Instalment Loan Collection Manager
Instalment Loan Department Manager
Instalment Loan Officer
International Banking Officer-Sr.
Loan Review Officer
Marketing Director
Mortgage Loan Officer-Jr.
New Accounts Officer
Officer Trainee-Master's Degree
Officer Trainee-Bachelor's Degree
Security Officer-Sr.
Training Director

GEOGRAPHIC REGION: 9
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
CHIEF EXECUTIVE OFFICER					
Base Salary	6	$91,000	$128,561	$122,800	$142,800
Bonus		INSUFFICIENT DATA			
Total Compensation	6	91,000	128,561	122,800	142,800
Age		INSUFFICIENT DATA			
Years with Present Bank	6	4	23	29	30
Years in Position	6	4	11	8	10
No. of Employees Supervised	6	741	1,075	1,129	1,209
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
BANK INVESTMENT OFFICER-SR.					
Base Salary	5	$36,848	$49,739	$49,500	$49,500
Bonus		INSUFFICIENT DATA			
Total Compensation	5	36,848	49,739	49,500	49,500
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	15	13	16
Years in Position	5	1	9	13	14
No. of Employees Supervised	5	1	26	4	6
Asset Size (Millions)	5	$565.0	$653.0	$670.0	$692.5
BRANCH ADMINISTRATION OFFICER-SR.					
Base Salary	5	$47,376	$61,348	$51,990	$63,995
Bonus		INSUFFICIENT DATA			
Total Compensation	5	47,376	61,348	51,990	63,995
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	12	15	16
Years in Position	5	1	4	3	3
No. of Employees Supervised	5	248	548	500	672
Asset Size (Millions)	5	$565.0	$676.4	$715.0	$732.5
BRANCH MANAGER-LARGE(31+)					
Base Salary	6	$38,229	$41,183	$40,520	$41,700
Bonus		INSUFFICIENT DATA			
Total Compensation	6	38,229	41,183	40,520	41,700
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	14	11	15
Years in Position	6	3	8	7	11
No. of Employees Supervised	6	24	37	39	44
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
BRANCH MANAGER-MEDIUM(10-30)					
Base Salary	6	$25,950	$32,206	$32,160	$34,458
Bonus		INSUFFICIENT DATA			
Total Compensation	6	25,950	32,206	32,160	34,458
Age		INSUFFICIENT DATA			
Years with Present Bank	6	5	11	13	13
Years in Position	6	1	6	6	10
No. of Employees Supervised	6	12	17	18	20
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
BRANCH MANAGER-SMALL(-10)					
Base Salary	6	$21,300	$26,081	$25,200	$29,592
Bonus		INSUFFICIENT DATA			
Total Compensation	6	21,300	26,081	25,200	29,592
Age		INSUFFICIENT DATA			
Years with Present Bank	6	2	8	8	12
Years in Position	6	1	3	2	4
No. of Employees Supervised	6	7	8	8	8
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
COMMERCIAL LOAN DEPT. MANAGER					
Base Salary	5	$35,484	$43,847	$48,000	$48,750
Bonus		INSUFFICIENT DATA			
Total Compensation	5	35,484	43,847	48,000	48,750
Age		INSUFFICIENT DATA			
Years with Present Bank	5	7	15	13	18
Years in Position	5	1	1	1	1
No. of Employees Supervised	5	4	20	7	15
Asset Size (Millions)	5	$636.0	$704.8	$715.0	$732.5
COMMERCIAL LOAN OFFICER					
Base Salary	6	$29,008	$38,166	$37,790	$42,090
Bonus		INSUFFICIENT DATA			
Total Compensation	6	29,008	38,166	37,790	42,090
Age		INSUFFICIENT DATA			
Years with Present Bank	6	4	9	8	11
Years in Position	6	1	3	2	3
No. of Employees Supervised	6	0	1	0	1
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
FINANCIAL OFFICER-SR.					
Base Salary	5	$42,498	$47,853	$50,000	$50,735
Bonus		INSUFFICIENT DATA			
Total Compensation	5	42,498	47,853	50,000	50,735
Age		INSUFFICIENT DATA			
Years with Present Bank	5	4	11	10	11
Years in Position		INSUFFICIENT DATA			
No. of Employees Supervised	5	13	22	22	24
Asset Size (Millions)	5	$565.0	$676.4	$715.0	$732.5
INTERNAL AUDITING OFFICER-SR.					
Base Salary	6	$36,989	$42,228	$42,000	$42,684
Bonus		INSUFFICIENT DATA			
Total Compensation	6	36,989	42,228	42,000	42,684
Age		INSUFFICIENT DATA			
Years with Present Bank	6	3	11	9	13
Years in Position	6	3	6	4	6
No. of Employees Supervised	6	9	14	15	16
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
MORTGAGE LOAN DEPARTMENT MANAGER					
Base Salary	6	$31,760	$40,221	$39,914	$43,404
Bonus		INSUFFICIENT DATA			
Total Compensation	6	31,760	40,221	39,914	43,404
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	13	14	18
Years in Position	6	2	4	2	3
No. of Employees Supervised	6	8	25	25	39
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
MORTGAGE LOAN OFFICER					
Base Salary	5	$18,700	$25,024	$24,840	$27,960
Bonus		INSUFFICIENT DATA			
Total Compensation	5	18,700	25,024	24,840	27,960
Age		INSUFFICIENT DATA			
Years with Present Bank	5	1	3	2	3
Years in Position	5	1	2	1	2
No. of Employees Supervised	5	0	3	0	2
Asset Size (Millions)	5	$565.0	$660.4	$670.0	$692.5

GEOGRAPHIC REGION: 9
ASSET SIZE: $500 TO $999 MILLION

	CASES	25TH	MEAN	MEDIAN	75TH
OPERATIONS OFFICER-SR.					
Base Salary	6	$28,329	$38,968	$40,674	$44,214
Bonus		INSUFFICIENT DATA			
Total Compensation	6	28,329	38,968	40,674	44,214
Age		INSUFFICIENT DATA			
Years with Present Bank	6	6	15	16	21
Years in Position	6	1	3	3	4
No. of Employees Supervised	6	16	66	64	96
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
PERSONNEL OFFICER-SR.					
Base Salary	6	$32,630	$39,597	$41,150	$41,510
Bonus		INSUFFICIENT DATA			
Total Compensation	6	32,630	39,597	41,150	41,510
Age	5	34	44	39	46
Years with Present Bank	6	2	11	9	11
Years in Position	6	1	6	5	10
No. of Employees Supervised	6	13	27	27	34
Asset Size (Millions)	6	$565.0	$675.3	$692.5	$732.5
TRUST DEPARTMENT OFFICER-SR.					
Base Salary	5	$46,850	$52,537	$50,400	$51,450
Bonus		INSUFFICIENT DATA			
Total Compensation	5	46,850	52,537	50,400	51,450
Age		INSUFFICIENT DATA			
Years with Present Bank	5	8	17	14	18
Years in Position	5	4	6	5	6
No. of Employees Supervised	5	14	37	20	29
Asset Size (Millions)	5	$565.0	$667.4	$670.0	$710.0
TRUST OPERATIONS MANAGER					
Base Salary	5	$22,020	$26,602	$24,000	$26,484
Bonus		INSUFFICIENT DATA			
Total Compensation	5	22,020	26,602	24,000	26,484
Age		INSUFFICIENT DATA			
Years with Present Bank	5	3	7	4	6
Years in Position	5	2	3	2	3
No. of Employees Supervised	5	6	14	13	15
Asset Size (Millions)	5	$565.0	$667.4	$670.0	$710.0

GEOGRAPHIC REGION IX: PACIFIC

ASSET SIZE: $1 BILLION AND OVER

Of the 167 banks submitting data for the Pacific region, four banks were in the $1 Billion and Over asset size category.

Since a minimum of five banks was necessary for survey results to be tabulated, no tables were printed for the 35 positions in this asset size category.